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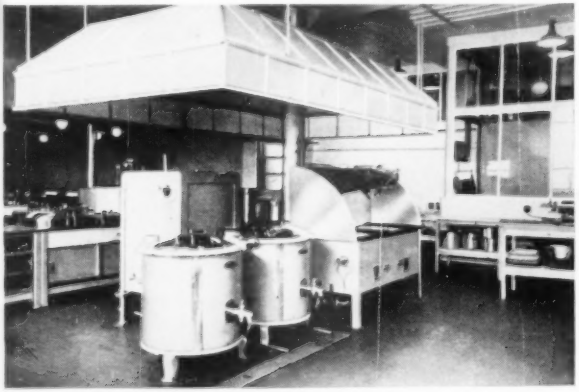

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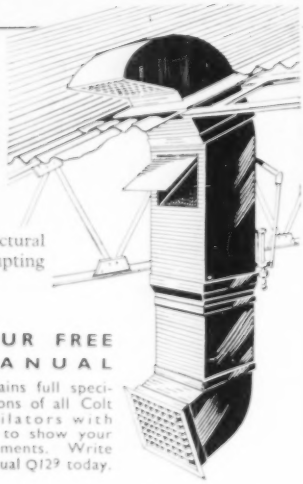

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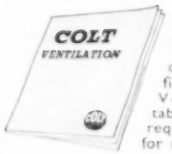

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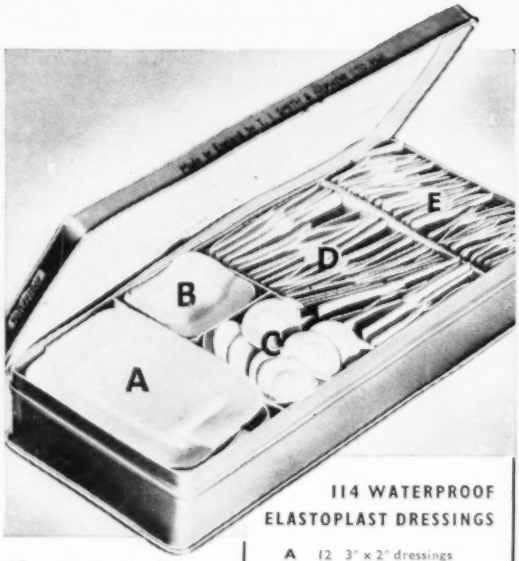

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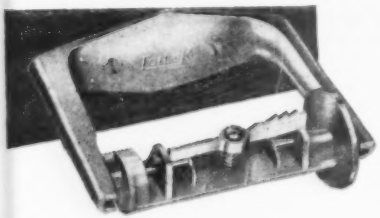

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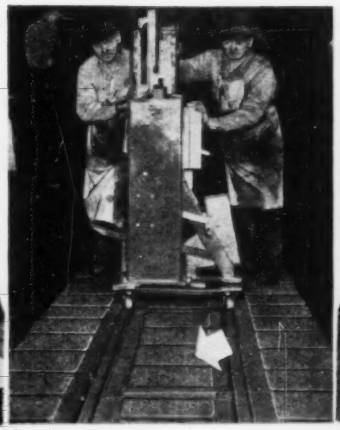

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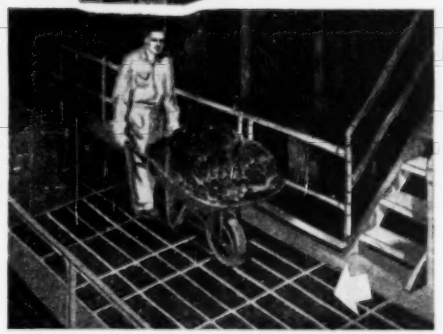

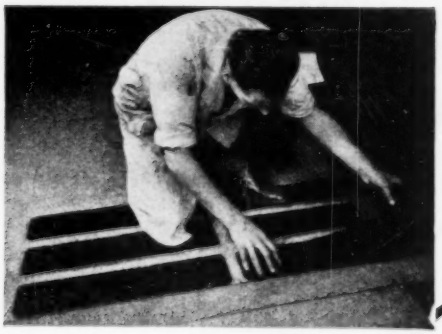

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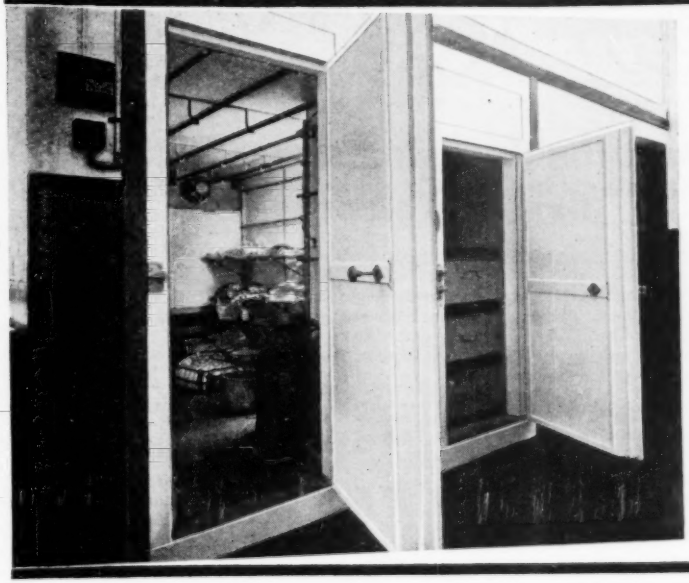

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INCORPORATING CIVIL DEFENCE JOURNAL AND A.R.P. AND N.F.S. REVIEW

Vol. 17 No. 132 MAY, 1951

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COVER

The girl siphon-filler at one of the Schweppes Ltd. factories is wearing a Pulsafe face shield produced by Safety Products Ltd. Such face shields have many and varied uses in modern Industry.

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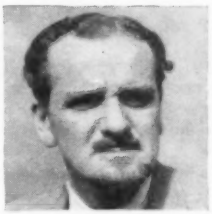
How safety experts forged a tool for management

Steady Growth of the National Industrial Safety Conference

By H. G. WINBOLT, B.A., M.I.A.A., A.M.I.E.I., *Industrial Safety Consultant, formerly Director, Industrial Safety Division, Ro.S.P.A*



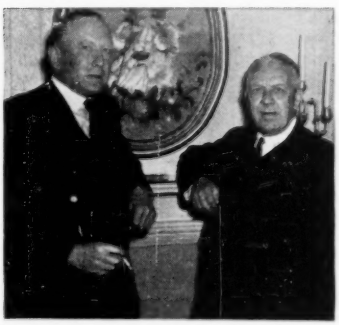
May is Industrial Safety Month. The eighth National Industrial Safety Conference is to be held at Scarborough from the 25th-27th, and at Birmingham the local industrial safety group is holding its first exhibition of equipment.

In this article H. G. Winbolt, who founded the industrial safety division of the Royal Society for the Prevention of Accidents, traces the evolution of the National Industrial Safety Conference, of which he was the first organizer.

THE National Industrial Safety Conference, to be held at Scarborough at the end of this month, is only the eighth conference to be held under that particular name. But its real pedigree is considerably longer; it belongs to a line of national conferences that have been held, in one form or another, for nearly a quarter of a century.

Indeed, the origins of this conference—the major event of the industrial safety officer's year—can be traced back even further. As long ago as 1920 the newly-formed British Industrial Safety First Association (precursor of Ro.S.P.A.) co-operated with the Factory Department in organising a conference on industrial accident prevention. But this first conference was an isolated event; to find the initiation of anything like a continuous policy we must turn to the similar conference held in 1928.

It was on March 20 of that year that 300 representatives of progressive industrial firms met at the Horseferry Road museum. The conference was opened by the present King (then Duke of York), and the principal speakers were Sir Alfred Herbert, Mr. E. J. Fox, of the Stanton Ironworks Co., and Mr. George Isaacs, then a trade union leader.



Lord Llewellin, President of Ro.S.P.A. (left) and Sir Charles Bartlett, managing director of Vauxhall Motors, a firm with a first-class safety record

This was the real beginning of industrial safety conferences on a national scale. Except for a short break during the war there has been an industrial safety conference of one sort or another every year since.

In 1929 an Industrial Safety Congress was successfully held in Sheffield. In 1930 came the first National Safety Congress, with sessions on industrial safety and road safety combined in the same programme. It was held at Liverpool and in 1931 there was a similar Congress in Leeds.

The year 1932 is another red letter date in the evolution of the National Industrial Safety Conference. As the industrial safety movement had grown and the idea of organised accident prevention had spread, a new figure had appeared in industry. This was the accident prevention specialist—occasionally a full-time safety officer though, more often, combining safety with other duties.

Such men as these, when they met together at the National Safety Congress, wanted to do more than listen to a few papers being read. They wanted the chance to get together informally, comparing notes and taking part in debates which were more like round-table discussions than the rather formal congress sessions. The answer was obviously a residential conference, with all the delegates staying under one roof for the whole time, and the idea was first put into effect in 1932.

This residential conference did not, at first, replace the industrial sessions of the National Safety Congress. All that happened was that, when the actual Congress ended, a handful of delegates remained in London (the 1932 venue) and spent the week-end at a West End hotel, following a programme of practical discussions and informal talks very similar to that of this year's conference at Scarborough.

Once established, the week-end residential conference became an accepted part of the annual Congress. Its purpose—and its value—was concisely summed up in a note on the programme of the 1933 Congress: "The conference is . . . intended for those responsible for practical safety measures."

There were to be no "shop window" sessions, with what would now be called V.I.P.'s giving papers of a rather general nature, but practical discussions initiated and contributed to by men who were actually doing a practical job on the shop floor. This emphasis on practical

matters has been retained ever since, as the programme for this year's conference—of which details are given in the next article of this issue—will show.

In 1933 and 1934 the residential conferences, now transferred to an hotel at Bushey, Hertfordshire, were held immediately after the National Safety Congress and formed an integral part of it.

The First Conference

Then in 1936, came the most important step of all—the holding of the first National Industrial Safety Conference, quite separate from the Congress.

Moreover, the fact that it was held in mid-week made it difficult for some industrialists to attend. The suggestion was put forward that all the industrial sessions should be held during a residential week-end conference and that this should be entirely separate from the public safety sessions of the National Safety Congress. In spite of a certain amount of opposition the suggestion was accepted and Balliol College, Oxford, was chosen as the venue.

Bookings came in slowly; less than a month before the opening date only ninety applications had been received. In the end the number reached 180—actually more than had been expected, but considerably less than half the number that would be expected today.

Mr. H. R. Payne, then as now the head of the Central Safety Section of I.C.I., had the distinction of being the first chairman of the conference, and the first paper was given by Mr. D. R. (afterwards Sir Duncan) Wilson, H.M. Chief Inspector of Factories.

Before the conference opened there were some apprehensions about its success or failure. Afterwards there were none. Almost before it was over, it had been decided that the National Industrial Safety Conference should become an annual event. Until the war caused an interruption, conferences were held every Spring—usually at Balliol, though in 1938 New College was used instead.

When the war broke out, Balliol had already been booked for the Spring of 1940. At first there was some hope of holding the conference in spite of everything but the difficulties of war-time travel and the fact that Balliol had been partially occupied by the Government made this impracticable. For the time being, therefore, the sequence of conferences ended.

They did not end for long. In 1943 a safety exhibition was held in London and, in connection with it, two afternoon conferences on industrial safety were arranged. They were not a substitute for Oxford but they at least showed that Ro.S.P.A. (as it had by then become) was still active in this direction as in others.

In 1945 there was a return to the National Safety Congress of pre-war years, with public safety and industrial safety sessions combined in one programme. This was repeated in 1946 and 1947 but in 1948 it was decided to revive the pre-war residential conferences. Oxford was no longer practicable; post-war university conditions made it impossible for a college to accommodate a sufficient number of delegates. A Scarborough hotel was chosen as the alternative and there the National Industrial Safety Conference has been held ever since.

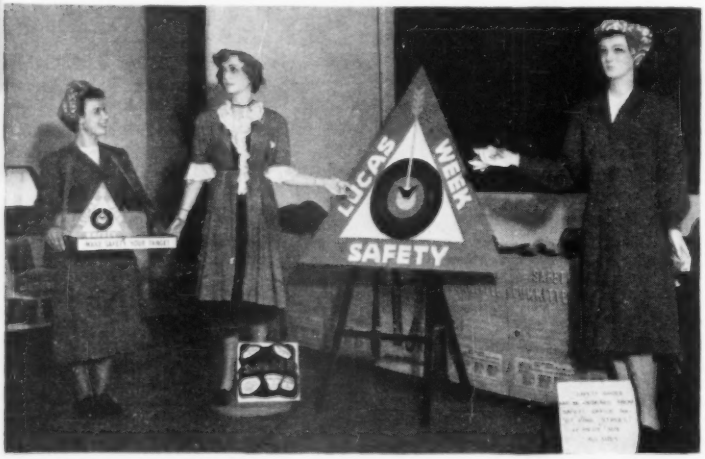
Safety cap designed for the Hercules Cycle and Motor Co. Ltd., by Aage Thaarup

A New Problem

In 1949 a new problem had to be faced. The great increase in the industrial membership of Ro.S.P.A. meant that more and more delegates wished to attend the conference. Accommodation in a single hotel was not sufficient for all who wished to come. Ro.S.P.A. had to decide whether to restrict the number of delegates to about 250, thus making it necessary to refuse many applications, or to take a second hotel and thus risk destroying the intimate "family atmosphere" that had been such an important factor in the success of the earlier conferences.

The second alternative was chosen and every care was taken to preserve the intimate atmosphere. The delegates were evenly divided between the two hotels and the Ro.S.P.A. staff divided also—the Director-General in one hotel and the Deputy Director-General in the other, with other officials likewise split between the two.

Not the last stage, however. That the Conference is still developing was shown last year when, for the first time, a trade exhibition of safety devices was held. Once again a successful experiment justified repetition; this year's exhibition is larger than before—thirty-eight exhibitors as against twenty-seven last year—and shows every sign of having become a permanent feature.



A Lucas employee inspects "Miss Wrongly Dressed" and "Miss Right"

▲ *Getting together saves accidents 2.*

3-day programme for safety conference

● PRODUCTION ● MAINTENANCE ● LIGHTING AMONG TOPICS FOR DISCUSSION

By a Special P. M. & W. Correspondent

THE National Industrial Safety Conference will be opened at Scarborough on Friday evening, May 25, by Lord Llewellin, president of the Royal Society for the Prevention of Accidents, who will give a short survey of the society's recent and current industrial activities.

Second speaker at the opening session will be T. A. Mason, who will speak on "Safety from a Production Managers' Point of View." Mr. Mason is technical director of the Clayton Aniline Co. Ltd., a firm that has been particularly active in securing greater understanding and co-operation between production personnel and the safety department. For the past two years this firm has organised works conferences at which members of the production team have heard and discussed papers by safety experts. Mr. Mason is thus particularly well qualified to talk about ways in which safety and production can be made complementary to each other.

Here is the agenda for the eighth National Industrial Safety Conference. Overleaf is a preview of some of the exhibits.

The Saturday morning session will be taken up by three technical papers. The first two deal with ropes and chains and will be given respectively by A. B. Watts, of British Ropes Ltd., and W. Gibson Biggart, of Watson and McLean Ltd. The intention is to give delegates a better idea of how ropes and chains are made and what factors in their manufacture determine their suitability for various types of work. From this starting point, guidance can be given on the selection of ropes and chains for different purposes, with particular reference to circumstances in which there is unusually heavy wear or exposure to deleterious conditions.

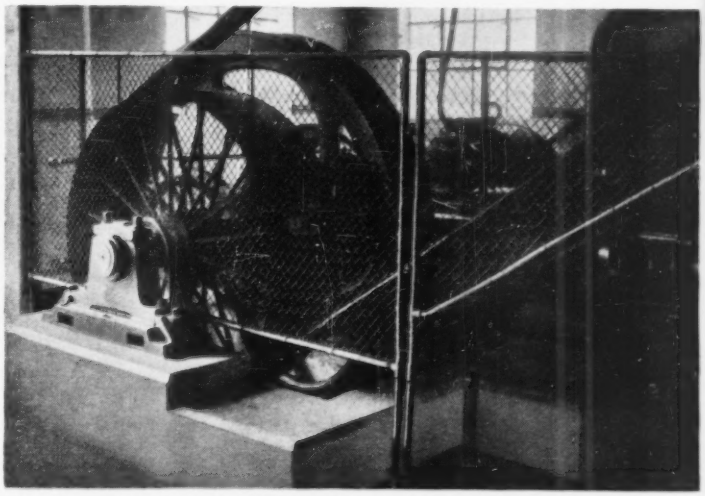
The third technical paper on Saturday morning will be given by S. E. Fox, of Hoover Ltd., and will deal with "Planned Maintenance as a Safety Measure." The paper will show how lack of regular maintenance can affect the safety of plant and machinery as, for example, when the efficiency of machine guards is impaired in the absence of planned maintenance, and will discuss how much maintenance—not only of machinery but of equipment, tools, means of access, etc.—is essential to safety.

On Saturday afternoon there will be a further technical paper. This will deal with the principles and modern practice of industrial lighting, as they affect efficiency and safety. The speaker will be H. C. Weston, Fellow and past-president of the Illuminating Engineering Society whose work on the subject of industrial lighting has been well known for many years.

By way of contrast, the second paper on Saturday afternoon will deal with the non-technical subject of propaganda. The speaker will be Joseph H. Richardson, O.B.E., who was until recently controller of publicity to the G.P.O.

The choice of a non-industrial speaker for this subject was deliberate; the intention is to concentrate on the basic principles of visual propaganda rather than on its detailed application to the particular field of industrial safety. Mr. Richardson will discuss what can be done by means of visual propaganda and, what is equally important, what can not be done by it.

In response to requests from many intending delegates, the Sunday morning programme will begin with a short undenominational service. This is restoring, in a different form, a regular feature of the pre-war con-



A typical product of one of the exhibitors, Procter Bros. (Wireworks) Ltd.

erences. Before the war, the conference was always held at one or other of the Oxford colleges and a service in the college chapel was a regular feature of the programme.

The Sunday morning paper will deal with "Safety Organisation in a Mine," and will be given by J. T. Owen, underground manager of the I.C.I. anhydrite mine at Billingham. As the majority of the delegates are interested only in factory industries, the choice of a paper dealing with mining may seem strange, but it is the opinion of Ro.S.P.A.—and of most safety experts—that the basic principles of industrial accident prevention can be applied to any type of work, however removed from normal factory conditions. The safety organisation at this mine is a typical example, and it is felt that an account of what is being done at Billingham may help to dispel the erroneous idea that safety principles applied in factories cannot be applied elsewhere.

Chairman of the conference is A. G. Palmer, works regulations officer of the North Thames Gas Board, and hon. secretary of the industrial safety officers' section of Ro.S.P.A.

What the delegates will see at the Scarborough conference

A selection from the products of some of the 38 exhibitors in the Conference exhibition.

GEORGE ANGUS and CO. LTD., Angus House, Newcastle-upon-Tyne 1.

New type protective garments—coats, jackets, trousers and leggings—of which it is claimed that the proofing will not crack, peel or become sticky, will be on view. The jacket is illustrated here. These garments, known as Angus non-stick, waterproof protective clothing, are light, flexible and highly resistant to abrasion.

In addition, a full range of industrial protective clothing is being exhibited, including aprons, gloves, mitts, gaiters, sleeves, etc., in leather, rubber, P.V.C. and asbestos. Other items to be shown include goggles, face-screens, welders' headshields and rubber footwear.

Fire extinguishers and asbestos fire blankets complete the exhibits.

The new Angus jacket

Ceag type A-1 inspection lamp

CEAG LTD., Barnsley, Yorkshire.

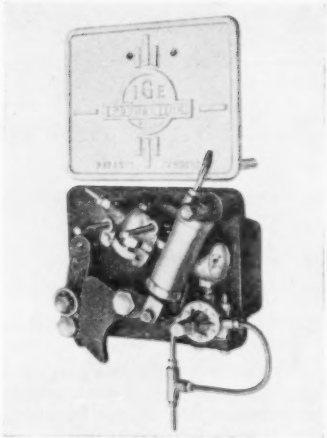
Ceag Ltd propose to exhibit a full range of their approved, portable electric safety lamps for inspection use in gaseous and inflammable atmospheres, and in atmospheres containing acetone and petroleum vapours.

This range includes lamps fitted with rechargeable alkaline batteries or lead-acid accumulators, as well as dry battery-operated hand torches of various types. All Ceag lamps are approved by the Ministry of Fuel and Power or the Ministry of Labour.

BRIGGS INDUSTRIAL FOOTWEAR LTD., 17-23 Dover Street, Leicester.

Five specimens of a shoe in various stages of manufacture and a display board carrying all the components used in the manufacture of shoes will be an interesting exhibit on the Briggs' stand.

Also on show will be the company's full range of shoes and a representative selection of boots.



I.G.E. power press unit

INDUSTRIAL GUARDING EQUIPMENT LTD., Mill Works, Alvechurch, Birmingham.

Photographs of the following will be displayed:

Superlock interlock guard and Production all-pneumatic, foot-operated guard-closing and press-tripping unit, fitted to power press.

Controlock hand-closed interlock press-operating guard, fitted to hydraulic press.

Amco automatic interlocking guard fitted to press bending brake.

Slidelock pneumatic automatic interlock guard, fitted to hand press.

Vertilock hand-closed interlock guard, fitted to hydraulic moulding presses.

Superlift automatic push-away guard, fitted to heavy car body press.

Supermesh woven wire machine guards and industrial wirework.

The Production unit is the latest I.G.E. development, and is pictured above.

NORTHIDE LTD., Impervia Works, Queen Street, Stockport, Cheshire.

North P.V.C. gloves and protective clothing, well known in industry for their chemical and abrasion resistant qualities, will be the chief feature on the stand of Northide Ltd.

The Lightweight P.V.C. glove, illustrated opposite, will also be exhibited. This glove, a recently introduced North product, is designed to withstand considerable abrasive work, yet it is light in weight, supple, and economical in use.

PROCTER BROS. (WIREWORKS) LTD., Monkbridge Mills, Whitehall Road, Leeds.

This company's small exhibit will be entirely concerned with the guarding of machinery. There will be several

scale models of machinery guards on view and also photographs of guards on various types of machines which Procters have made and erected in various parts of the country.

COMBUSTION INSTRUMENTS, 106 Kensington High Street, London, W.8.

Carbon monoxide is responsible for more accidents than any other gas. A new method of testing for it uses "CO-test" tubes containing a sensitive reagent. A known volume of air drawn through the tube at a predetermined rate produces a black stain, the length of which indicates the percentage of CO. The Minchin Double Aspirator, used in conjuction with the tubes, automatically draws in the sample and standardises the conditions of test.

"CO-test" tubes and the Double Aspirator will be on view.

Northide lightweight P.V.C. glove

THE HADLEY CO. LTD., Portsmouth Road, Surbiton, Surrey.

The company is exhibiting a variety of industrial safety spectacles, lenses and filters. An interesting feature is the standardisation of eye sizes so that lenses which protect against particular hazards can be easily replaced or changed. Spectacles are made in a range of bridge and temple measurements with fittings such as leather bridge aprons, side shields, etc., which can be added to the basic pattern.

A noteworthy innovation is the fitting of plastic tubing which entirely covers the temples of the spectacles. This is to prevent the formation of verdigris, which might happen in hot, dusty and humid atmospheres.

T.G.H. ORGANISATION LTD., Green Mount Works, Pellon Lane, Halifax.

The exhibit of these specialists in display, exhibitions and three-dimensional publicity will contain examples of the practical application of up-to-date display techniques in solving the type of problem the delegates to the conference and other visitors to the exhibition are likely to meet from time to time.

It will show how functional display units can be used to tell the most complicated story simply, clearly and dramatically, whether it be of a chemical process, an industrial operation or a safety precaution.

W. & F. WALKER LTD., Kirkby, Liverpool.

"Safety" exhibits of this company will be the liquids they produce for the removal of oils and greases from factory floors, thus providing an insurance against accidents caused by slipping on greasy surfaces.

From the health angle, Walkers will be showing the Rotosan automatic air purifier, consisting of an aluminium alloy container holding crystals which, in evaporating, give off a sterilising vapour.

SAFETY PRODUCTS LTD., St. George's House, 44 Hatton Garden, London, E.C.1.

A full range of Pulsafe industrial safety devices will be displayed. These include goggles, spectacles, eye and face shields, respirators, leather and asbestos clothing, as well as welding helmets and hand shields.

Protective glasses for all high temperature industrial operations will also be exhibited, including Chance's Protex glass for welding, and Protal for gas welding with flux. These are to B.S.S. 679/1947.

Also on view will be the following Chance products: Calorex, for furnace workers, Crookes, for protection against arc eye, and Neodex glass, for glass-blowers.

New lines on show will be the Pulsafe Uno plastic goggles and Pulsafe PE.12 improved type face shields.

PLYSU PRODUCTS LTD., Woburn Sands, Bletchley, Bucks.

Acid and alkali resistant clothing made from plasticised vinyl sheeting will be shown on stand No. 8.

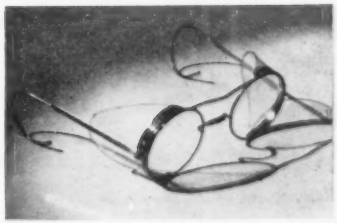
The material selected is characterised by its lightness of weight and resistance to dangerous chemicals. All garments are fabricated by the high frequency welding process, which results in seams of great strength.

The outstanding abrasion resistance of vinyl sheeting and the ease with which it can be cleaned and decontaminated contribute towards the popularity this type of clothing now enjoys.

Among the range of garments on view will be suits, aprons, sleeves, leggings, hoods and overalls.

HERBERT MORRIS LTD., Loughborough, Leics.

The stand of Herbert Morris Ltd. (Inspection and Maintenance Department) will be concerned with the competent examination of lifting appliances as required by the Factories Act, 1937, and its associated regulations.



Hadley Type No. 011/A spectacles

The W. and F. Walker Rotosan air purifier

Bi-coloured spectacles to be exhibited by Safety Products Ltd.

The majority of the exhibits will be from the "black museum" of the inspection and maintenance department, and have caused accidents or breakdowns which need not have happened. One example is a length of pulley block loadchain which has worn to a dangerous degree.

Expert examination is the starting point for all forms of safety, but with lifting equipment such examinations at regular intervals are more than ordinarily important. Wear and tear is continuous and cumulative and the requirements of the Factories Act are constant and absolute.

Aptly the stand is entitled "Safe Lifting."

▲ *Getting together saves accidents 3.*

150 firms organise their own safety exhibition

WIVES AND FAMILIES TO SEE HOW RELATIVES ARE PROTECTED AT WORK

By A Special Correspondent

BIRMINGHAM and District Industrial Safety Group is organising an exhibition to be held from May 30 to June 2, in the Bingley Hall.

The group includes more than 150 member firms drawn from all branches of industry. Many of the representatives are from the larger industrial concerns but smaller firms take a great interest in this very important branch of industrial life. Meetings are held monthly, and members join in the discussions to improve safe working conditions in their factories, to exchange experiences and to spread knowledge of industrial safety.

The exhibition is intended to focus the attention of all men and women engaged in industry on the importance of industrial safety. It will have a particular appeal to management, engineers and students. It is also the aim of the group to interest wives and families of workers in the arrangements which are made for the safety and welfare of their relatives at work.

In addition to trade exhibits, there will be special displays by member firms illustrating how the adoption of safety devices has reduced the number of accidents in particular works. Every safety officer must have a little inventive genius in his make-up, and many of the items shown will be novel, but all will be available for any firm to adopt, adapt or improve.

Since its formation in 1935, the group has progressed steadily forward and its members have served on various committees which have been set up by H.M. Chief Inspector of Factories to investigate the risks arising from certain processes and from the use of dangerous machinery and plant.

The number of "lost time" accidents is a matter of serious concern, but it will be shown at the exhibition that the frequency of accidents can be considerably reduced, and the severity minimised, if the principles of industrial safety are applied and necessary training in the handling of materials or tools is given.

Chairman of the exhibition committee is Mr. R. Bramley-Harker, H.M. Superintending Inspector of Factories, and the hon. secretary is Mr. A. G. Cogswell, of Dunlop Rubber Co. Ltd.

This is the first large-scale exhibition dealing with industrial safety to which the factory worker will be invited in addition to all grades of factory supervision, from chargehands to works directors.

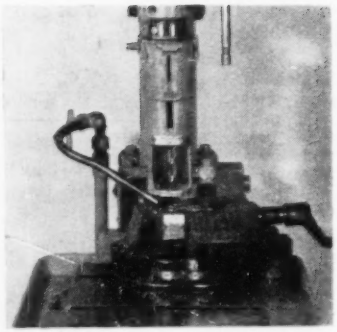
More than fifty stands will be occupied by firms manufacturing industrial safety and factory welfare equipment including all kinds of machine guards, fire fighting appliances, protective clothing, goggles, etc. A selection of these exhibits is reviewed below.

▲

WEST MIDLANDS GAS BOARD, Brasshouse Passage, Birmingham 1.

A memorandum issued by the Factory Department of the Ministry of Labour indicates various devices which may be employed to prevent the accumulation of dangerous mixtures of unburned gas and air in gas-fired industrial equipment.

The Board will be showing, by means of working demonstrations, how various of these devices may be applied to industrial gas burner installations. Automatic pilots or flame failure devices will be shown, one working on the electronic principle and another on the thermo-electric principle. This latter will be of recent design, intended to protect a number of burners widely separated. "Cut-off" valves designed to cut off gas automatically if the pressure of air or gas supplies falls below certain preset minimum values will also be shown and the use of non-return valves in gas supply systems demonstrated. Premix systems, in which fully aerated gas mixtures are supplied under pressure, are sometimes used and with such systems it is necessary to install flame traps. A new and recently developed flame trap will be demonstrated.



A Cleervue drill guard

THE SILVAFLAME CO. LTD., 218a Monument Road, Birmingham 16.

The photograph shows one of the Cleervue machinery guards which will be exhibited by the Silvaflame Co. The range embraces guards for drilling machines, horizontal and vertical milling machines, capstan, turret and centre lathes, and guillotine and static press guards.

Cleervue guards incorporate a Perspex visor or panel, and the manufacturers have produced for them a Perspex cleaning outfit which has, of course, many other uses besides.

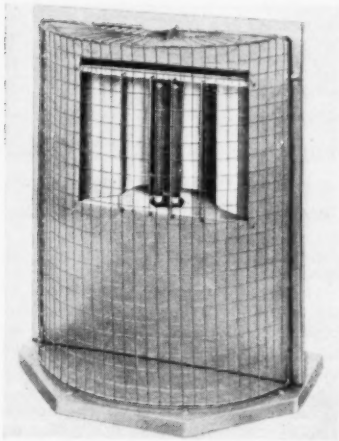
DIDSBURY ENGINEERING CO. LTD., 289b Wilmslow Road, Fallowfield, Manchester 14.

The range of Minilift hoists will be demonstrated. These hoists are portable, being suitable for suspension from any convenient joist. Lift is obtained by means of a manually operated crank working through any of the three gears, which give fast speed for light loads and slow for heavy loads. Speed of drop is automatically regulated. A ratchet pawl prevents slip back of the load during lift, and also acts as a stop while the lifting hook is stationary. Capacities

are 5, 8 and 15 cwt., and the hoists are chain operated.

ALEXANDER DUCKHAM & CO. LTD., 346 Kensington High Street, London, W.14.

Duckham's exhibit will be devoted entirely to their anti-dermatitis skin cleanser, A.S.C. This is available in two grades, jelly and fluid, and is intended for use on hands and forearms only. It contains an antiseptic, and in addition to providing a safeguard against skin troubles, it effectively cleanses the hands after work.



G.E.C. portable nursery fire

MIDLAND EMPLOYERS' MUTUAL ASSURANCE LTD., 48 Richmond Hill Road, Edgbaston, Birmingham 15.

In taking a stand at this exhibition, the object of the M.E.M.A. is to give advice to existing and prospective policy holders. The company established its accident prevention department in 1943, since when its services have been free to policy holders. When called in to make recommendations, the department survey all the plant and machinery in a factory, with special reference to the hazards which exist, including industrial diseases. The policy holder is later supplied with a list of suggestions for making the factory really safe.

Visitors to the stand will be able to collect an informative booklet prepared by the company, "Selling Safety."

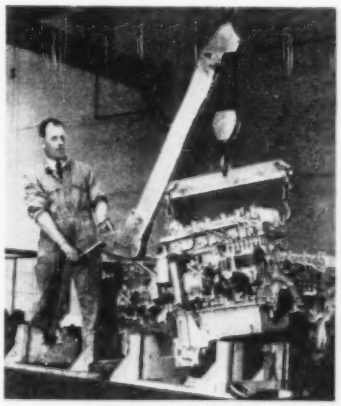
DUREX ABRASIVES LTD., Arden Road, Adderley Park, Birmingham 8.

This firm will be showing Safety-Walk, a flooring material consisting of sharp, hard mineral grains, coated to the surface of a heavy, tough, treated fabric. It is both waterproof and weatherproof, and can be obtained in fine, medium and coarse degrees of coating in the form of cleats, strips or tiles. It is suitable for use on floors, ramps, stairways, indoors and out, wherever a slipping hazard exists. Safety-Walk cleats are shatterproof and fire resistant.

GENERAL ELECTRIC CO. LTD., Witton, Birmingham 6.

For service in the coal mining and petroleum industries and wherever hazardous atmospheres exist, G.E.C. have developed a big range of flameproof equipment. Examples of this on show will include ironclad switches, a 3.3 kV. oil-immersed circuit breaker, bell transformer for colliery signalling, and flameproof lighting fittings.

Particular interest attaches to the entirely new form of photo-electric guard which has been developed for use on power presses and other machinery. Unlike the ordinary electrical cut-out system which may become faulty without the operator being aware of any defect, the new photo-electric device gives audible and visible warning of any interruption in the electrical circuit. Thus it completely eliminates the risk of an operator unknowingly placing his reliance on a safety device which has become inoperative. Although this device is not on the company's stand, a Taylor and Challen



Didsbury Engineering's 15 cwt. hoist

press on which it is fitted is to be seen in the exhibition.

Personnel and welfare officers will be interested in the louvred guard for electric fires and the portable electric nursery fire.

WEATHERSHIELDS MOTOR EQUIPMENT LTD., 147-169 Bishop Street, Birmingham 5.

With the Chuk-Gard, which will be shown by this company, the rotating spindle and chuck of a drilling machine may be enclosed. When a drill has to be changed, or adjustment made, the operator merely opens the guard by raising the two hinged sections of the guard. Chuck and spindle are then fully exposed.

Also on view will be safety shields, eye-protecting guards for operators of grinding and milling machines, lathes, spot welding machines and so on. All models are fitted with both safety and plain glass, and can be equipped with an electric light attachment. They are made of metal section with ¼ in. safety glass in front and 32 oz. plain glass nearest to wheel. Adjusting rods are of ¼ in. bright round mild steel.

The Weathershields Bin-Jack will be another exhibit. This consists of a bin, to carry up to 3 cwt., mounted on a tubular metal chassis, and is designed for the speedy movement of machined components, swarf, etc. The bin is instantly picked up or deposited by the chassis, and the unit can be moved by a man or youth without the necessity for anyone else to lend a hand.

SOUTHON LABORATORIES LTD., 84-88 Upper Richmond Road, London, S.W.15.

This exhibit will depict items necessary for a well-equipped surgery. For many years, Southon Laboratories have made a study of industrial welfare requirements, and in addition to surgical equipment, drugs and dressings the visitor will be able to see the specialised products of their own manufacture, such as Esoban Universal barrier cream for the prevention of dermatitis, Esoban skin preparations for the treatment of dermatitis, Southon halibut liver oil capsules, and Esobactulin capsules — the five-day course for immunisation from the common cold.

A team of representatives will be on the stand to discuss problems relative to any particular industry.

Safety-Walk flooring by Durex Abrasives Ltd.

From clothes to canteens

How the Festival Authorities are looking after 1,500 staff

By a P. M. & W. Reporter

Behind the scenes at London's South Bank exhibition, a personnel organisation is doing a good job of work. Of the 1,500 staff it can truly be said that they need only leave the site to sleep. Every other need has been catered for.

WHEN you visit the South Bank exhibition of the Festival of Britain, look well at the staff who guide your steps and minister to your needs. Behind their courteous efficiency and smart appearance is a personnel organisation which is doing its job with thoroughness and understanding.

The Festival employees of all grades are being looked after so well that it would be strange indeed if they failed to give of their best when on duty.

Let us take as our examples two typical (but imaginary) people—Mary Smith, interpreter, and John Brown, circulating marshal. Like the rest of their 1,500 colleagues, they are British by birth as well as nationality for, as Brigadier A. W. Nicholls, chief administration officer, explains: "This is the Festival of *Britain*, and it would be out of character to employ on our staff any but Britons in the full sense of the word."

Mary Smith's job is a most responsible one. On her linguistic skill, sympathy, general knowledge and intelligence may depend the success or failure of many an overseas visitor's holiday in this country. She can help those who know little or no English to get the best not only out of their tour of the South Bank site but also out of their stay in Britain.

She has, therefore, been very carefully chosen for the job by the selection board responsible for engaging the female staff—a board of which the women's personnel and welfare officer, Miss I. Langton-Dodds, is a member.

Her uniform, which is that worn by the senior staff, was designed by Olive O'Neill, of Dorville, and is both neat and attractively out-of-the ordinary.

It consists of a slim tailored dress and cardigan jacket in pewter grey barathea by John Knox.

It is worn with a beret of the same material by Simone Mirman, brown shoes (two pairs, specially fitted, for each woman) with buckles and medium heels, and white cotton gloves. And nylons.

This is the uniform of the supervisors and interpreters. Women doing the less responsible—but equally essential—Festival jobs are provided with a wrapover designed by Dorville in collaboration with Miss Langton-Dodds. This sensible and becoming garment has been made in different colours for different jobs.

John Brown, circulating marshal, has a job which calls for tactful firmness and a pleasant personality. He has to keep the crowds moving in the right direction both inside and outside the exhibition buildings, to answer questions, and generally to be responsible for the welfare of visitors. Like Mary Smith, he was picked with great care by a selection board. His uniform, also in "Festival grey" worsted, has green facings on the collar of his patrol-necked jacket. (Senior male staff wear white shirts and collars with green ties.)

Both he and Mary Smith can have their uniforms regularly pressed in one of the rooms allocated for the purpose in the staff block (of which more later). Their linen is laundered free of charge, under contract. Mr. N. MacDermott, general manager, South Bank Exhibition, and his

Hard at work in the staff canteen kitchen, a well-equipped and well-ventilated workroom. Meal service began on April 13

Uniform of the women supervisors and interpreters

The light and airy staff canteen. There is also a restaurant, serving meals (waitress service) at a slightly higher charge, and a snack bar. Altogether, the catering facilities are designed to cope with 3,000 people a day

staff have vowed that none of their charges will ever be seen in creased or dirty clothes.

The staff have been equipped down to the smallest detail. For instance, all the women have been provided with a colour chart to ensure that their lipstick and rouge tone with their uniforms. Other items of general issue are deodorants and foot powder.

For a fortnight before the Festival opened, John, Mary and their colleagues attended talks by specialists on a wide variety of subjects, ranging from geographical details of the Exhibition and "how it works" lectures about the exhibits to personal hygiene hints and—for the women—beauty care.

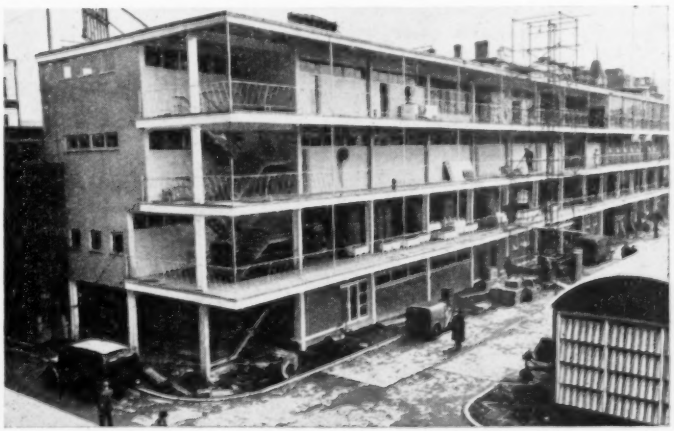
The staff block, a large three-storey building constructed above the old Waterloo Bridge Road vaults, was designed by Edward D. Mills, F.R.I.B.A., with Mr. J. J. Lloyd, downstream area manager, collaborating on the interior arrangements. It houses a restaurant, self-service canteen, snack bar, kitchen, rest rooms, an elaborate first-aid post, locker room and uniform pressing and storage rooms.

Originally the restaurant was intended for the senior staff only; but the administrators later decided to throw it open to any employee who was agreeable to pay the slightly higher charge—about 2s. 6d. —for a meal. There is waitress service.

The canteen is a spacious room, well lit by windows running the whole length of one wall. It provides a 24 hour service, and is presided over by six supervisors, three men and three women. There are two cash desks, one for food and the other for beverages. The wooden tables each accommodate four people, the chairs being of the steel stacking type. Bright colours make a brave show—lampshades are scarlet, walls scarlet and yellow, and the ceiling is pale sky blue.

The amenities of the staff block do not end inside the building. When they are off duty, the employees can enjoy a mezzanine or second-floor view of the Festival site (and a good piece of West London besides) from their deck chairs on the sun loggias which can be seen in the photograph.

The South Bank's chief personnel officer is Capt. G. Lydekker, late of the Royal Navy. His two personnel officers are Miss Langton-Dodds, who has 200 women in her care, and Mr. G. E. Hogg, who looks after the interests of the male staff. Helping them are supervisors in various parts of the site.



Putting the finishing touches to the staff building, built above the old Waterloo Road vaults. Staff can take their ease on the sun loggias, which are equipped with deck chairs. The locker room contains 1,043 9 in. lockers

Festival highlights for personnel managers

By a P. M. & W. Correspondent

Many managements are arranging trips to the London sections of the Festival of Britain for their employees. Here is a brief guide to some of the highlights, designed to help those personnel managers and welfare officers who are planning such expeditions.

THE South Bank exhibition is divided by Hungerford railway bridge (see below, left). The exhibition plan makes use of this division by basing its layout on two roughly semi-circular sequences of buildings. The sequences lying upstream from Hungerford Bridge (top half of picture) tell the story of the land of Britain, and what the British have derived from it. Downstream from the bridge the exhibits are concerned with the people themselves, in their more domestic surroundings.

Dome of Discovery

This is the largest dome in the world, 365 ft. in diameter, and 97 ft. high. Made of aluminium alloy, it is supported on a welded mild steel circular ring girder which is itself supported 45 ft. above the ground on diagonal tubular steel struts.

Exhibits in the Dome feature, among other things, nuclear energy; land, sea and Polar exploration; inner and outer space; the discoveries of British scientists; and British enterprise in the development of overseas territories.

Of the other buildings in the upstream sequence, which give a picture of how the British Isles were formed and how their natural wealth has been utilised, perhaps the most interesting to industrial visitors is:

The Power and Production Pavilion

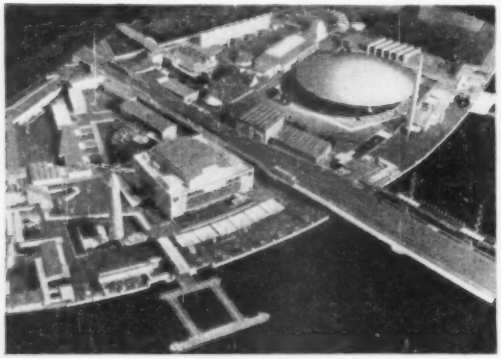
Here the story is taken from raw materials to finished products. Here are displayed the harnessing of power, the uses and processing of metals, the structure of British industry and the rôles of research, design and management in modern industrial organisation. Craftsmen demonstrating British skill are seen at work, and there are displays of goods showing the range and high standard of quality and design of British manufacturers.

Personnel managers and welfare officers will find much to interest them in the downstream, or "domestic," sequence. The underlying theme is the aptitude of the British people for living and working in groups and yet retaining their individuality.

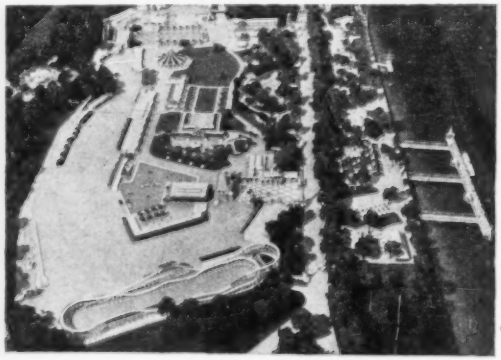
In the New Schools pavilion, buildings, furniture and equipment for schools (including nursery schools) are on view; and, nearby, the Health pavilion shows outstanding British contributions to nursing, medicine, surgery and public health.

The largest building in the downstream sequence is, of course, the Royal Festival Hall, the only permanent building on the South Bank site. It is as prominent in its own

(*Continued on page* 513.)



The South Bank site as it should look by the time these words are in print. Dividing the site in two is Hungerford Bridge



An end-on view of the Pleasure Gardens showing the 7-acre Fun Fair and Big Dipper in the foreground. (From a model)

Employees of J. M. & Johnson & Sons gave a rousing reception to H.R.H. the Duchess of Kent when she visited the works at Brimsdown. She is seen here with Mr. Hay Matthey

Get Novelty Into Your Safety Propaganda

NOVELTY has a greater appeal to human nature than sound reason or routine excellence, and should be the keynote of all safety propaganda. A few novel ideas which may be adopted or adapted for your safety programme are given below.

The "No Accident Flag" scheme is one in which a green flag bearing the words "No Accident" is flown in a prominent position in the works. A notice on the pole explains that the flag is flown immediately a week is completed without a lost-time accident. When the flag is up other notices are posted around the works stating "Keep the flag flying," and so on. When an accident happens the flag is hauled down and not flown again until another full accident-free week is completed.

Inter-departmental correspondence offers opportunities for bringing safety to the notice of managers and foremen. One director always wrote to his works manager on flaming red paper when dealing with accidents. Slogans can be put on letters and envelopes by rubber stamps or printed "stickers."

White Elephant Order

"The Royal Order of the White Elephant" is an "honour" people want to pass on as quickly as possible. The idea was originated by an American firm which provided a model white elephant to be displayed on the desk of the manager of the department with the worst safety record for the month. It remained until the safety record improved and it could be passed to another department. If every department had an accident-free month, the white elephant was displayed by the safety engineer and after a period of three months it went to the works manager, since everybody else had succeeded in getting rid of it.

A variation of this idea is the use of a large notice board stating that "Tidiness is the Foundation of Safety." In one firm this board was put up wherever the works manager found an untidy department, and it remained there until the place was cleaned up.

"Nail Day" is an example of periodical drives against particular hazards. One company which had a lot of foot injuries from nails held a "Nail Day." Explanatory posters were put up in the works, foremen and managers were circularised, and on a given day special containers were placed around the works and large notices put up saying "This is Nail Day." Many pounds of old nails were collected from the containers at the end of the day.

Posters may be most attractive, but they will not continue to attract attention if they are always posted in the same way on the same site. Move the notice boards to fresh sites; leave the boards blank for two or three days; provide somebody with a camera to get "human interest" photographs, then enlarge these and post them on the boards instead of the usual printed posters; collect items which have led, or could lead, to accidents and display these on the boards with suitable captions; search the works for amateur talent and get "home-made" posters of topical interest.

(Condensed from *The British Journal of Industrial Safety*, Winter, 1950.)

Seven Safety Commandments

SAFETY is not only the provision of steel-toed safety boots—but the commonsense habit of working in them.

Safety is not only a supply of the best goggles—but the proper use of them.

Safety is not a contest between different camps—but a contest waged by each worker against the hospital and the funeral.

Safety is not a set of red, amber and green lights at a traffic crossing—but the enlightened human obedience to the meaning of those lights.

Safety is not a safety inspector doing his rounds—but everyone thinking and doing safe things whether the inspector is around or not.

Safety is not a set of statistics—these are only a thermometer for measuring the degree of safety performance.

Safety is not something we can leave to the other fellow—it is the concern of everybody on the company's payroll from the president to the man who drives a truck or pushes a broom. Safety must become a religion for all those who face even the simplest hazards.

(Condensed from *Safety, Maintenance and Production*, March, 1951.)

NEW IDEAS IN HAND PROTECTION

CHECKING up on workers' injuries, one American company found that 49 per cent were due to accidents affecting the hand and arm. Departmental analysis revealed that 59.3 per cent of these occurred in the machine shop, 49.7 per cent in the maintenance department, 39.3 per cent in the foundry. With the exception of the welding shop, with 24.9 per cent, where hand protection was recognised as essential, hand injuries ranked highest in all departments.

The latest American ideas on safety gloves provide an answer to this problem. A careful analysis of the operations concerned shows the hazard involved, i.e., heat, abrasion, or a combination of both.

For heat an asbestos glove or mitten with a good lining and a chrome tanned leather reinforcement offers good protection. If protection against radiant heat is needed a good heavy-duty "horsesplit" leather glove with a woollen lining will do a better job and offer longer service than asbestos. "Horsesplit" leather not only gives good resistance to abrasion, but because

the fibres are looser than in cowhide, will take more heat before stiffening.

In operations involving intense heat, where leather would not be practicable, asbestos affords the best protection. Gloves or mittens made of this material can be further reinforced with an asbestos palm patch to increase wear and heat resistance.

For insulation, in addition to a heavy woollen lining on the inside of the glove or mitten, heavy wool or similar material can be used under the reinforcing patch. The palm can be quilted throughout to increase resistance to wear and tear.

Steel stapled gloves, mittens or handpads have not only proved effective from an operating point of view but are also economical in use on operations requiring the handling of rough parts such as castings. If fingers are not required for the work being handled, reversible type, steel-stitched, chrome leather mittens can cut costs and offer maximum protection. Some operations, however, do not require a whole glove but only individual finger protection. In these cases finger-guards can be utilised at a cost of less than one-tenth of that of a good leather glove.

For liquid handling where hand and arm protection is required many rubber, neoprene or plastic coated materials are available for gloves and sleeves.

In the protection of the wrists and forearms, leather is one of the foremost materials used, although asbestos, flame-resisting duck, woven duck material, vinyl coated fabrics and unsupported vinyl materials are available. Where cutting and abrasion are the main factors, leather and woven duck materials are best. In extreme cases, such as the handling of plate glass, sheet steel, etc., steel-stapled leather sleeves are recommended. Where heat is a factor, asbestos-lined sleeves are indicated.

Where protection from oil and grease is necessary and heat and abrasion are not the dominating factors, vinyl or rubber impregnated fabrics are best.

Beaded metal hand and wrist guards are used by workers in the meat packing trade because they can be sterilised.

(Condensed from *Safety, Maintenance and Production*, March, 1951.)

Fire Prevention Aids Production

THE Chief Fire Officer of Vauxhall Motors Ltd., Luton, has to guarantee the safety of 12,000 workers, who daily produce 385 cars and commercial vehicles, and who occupy 3,000,000 sq. ft. of floor space on a site of 256.5 acres.

The works is a self-contained unit, including an assembly line housed in one of the largest buildings under one roof in Europe, as well as workshops, offices, power houses, gas plants, saw mills, enamelling plants, paint shops, stores, garages, petrol and oil dumps, canteens and welfare buildings, the total value of which runs into millions of pounds.

Serious industrial fires can be avoided if prompt notice is given of the smallest outbreak, and to this end, all danger areas in the plant are fully protected by elaborate sprinkler systems with automatic CO_2 installations at such places as power houses, electric substations, etc. An outbreak of fire in any one of these areas is therefore immediately registered at the works brigade control.

Parts of the factory outside the danger zones are protected by an extensive fire alarm system, which employees are encouraged to use

At present, a more elaborate system is being installed which will record calls on a tape besides giving audible warning of the number and location of the box pulled. A card index enables the duty-man to give the exact location of a fire alarm point right down to the building, section and nearest prominent feature, such as a roof support or office. This information can be passed on to the officer in charge of appliances within a few seconds.

Social functions held in the canteens are also supervised by the fire department, who inspect scenery, decorations, etc., check emergency exits and provide two hall firemen from the off-duty watch. This is arranged on a roster and the men are paid an additional 3s. 6d. per hour.

The main task of the brigade is *fire prevention*, and much time is therefore devoted to inspection of the plant and its processes.

Night Patrols

The area is patrolled during the night, each patrol lasting six hours; potential hazards are reported next day to departmental managers. The men also watch the company's private water system; 1,000,000 gallons are stored in high-level reservoirs, and there are four wells in addition to mains supply.

Before any welding or cutting takes place the brigade is notified and decide whether it is necessary for firemen to be on the spot while the job is being done.

The brigade also gets asked for advice on fire prevention from all departments of the factory. It has to maintain all equipment, in addition to normal station routine and drills and attendance at about 450 calls a year. The organisation consists of thirty full-time officers and men. There is no difficulty in recruiting staff, despite the fact that only ex-public firemen are accepted.

Good conditions of service, and a minimum wage of £7 16s. a week are undoubted attractions. In addition, there are sixty part-time firemen recruited from the factory employees.

The full-time brigade is equipped with a 500-g.p.m. Bedford self-propelled pump, escape-carrying Bedford, and foam-tender, 50,000 ft. of hose and full ancillary equipment. The department is entirely self-contained and carries out its own vehicle maintenance and servicing.

In such a large area communications are of great importance. Radio is used for this purpose and the pump is fitted with a two-way mobile station. The escape carries a walkie-talkie apparatus but this is also to be replaced by a mobile station.

(Condensed from *Fire Protection*, March, 1951.)

These brilliant exponents of the "Snowflake Ballet" are employees of Herts Pharmaceuticals Ltd., Welwyn Garden City, makers of Nivea cream. It was a memorable evening for their fellow workers who were privileged to attend

HOW TO RUIN AN INTERVIEW

By A. E. HOPKINS, Midland Engineer

A WELL-KNOWN firm in the Midlands advertised for an experienced man to take over a very high-grade staff appointment. The Personnel Officer, in this particular case styled the Labour Manager, selected a short list for a preliminary interview and letters of invitation to attend were duly sent out. Because of experience and exceptional qualifications one applicant was purposely selected for the first interview, originally at 9.30 a.m., but mutually varied to 2.30 p.m.

After collecting all the material essential to support his application the man in question presented himself, after a long journey, at the gates of the firm and after asking where Mr. X could be found was directed by the commissionaire to a new, well designed, rather elaborate personnel department. On entering he observed a number of small tables on which were racks containing application forms for employment—in the workshops.

Undismayed, he approached the reception clerk, stated his name and business, and was courteously informed that the Labour Manager was engaged, for how long no one knew—"but please take a chair." After 15 minutes a courteous enquiry as to the possibility of seeing Mr. X was made to which the reply was, "I'm sorry, I cannot say, but he shouldn't be long now."

Too Long a Wait

Another 10 minutes went by. The applicant rose from his chair, approached the receptionist saying, "I shall have to go now, I cannot wait any longer for Mr. X. Please inform him that I will write to him."

With these remarks he picked up his hat and his brief case and left the office.

Across the road from the entrance was the stop for the return bus. Happening to glance back at the place where his hopes had been somewhat dashed he noticed a figure beckoning him to return. He did so and was told that Mr. X was now free—"would he take a chair?" Seating himself again on the very same chair he had so recently left, he saw an elderly gentleman interviewing an obvious applicant for a job in the factory. All the other occupants of the room were of the same type.

Five, and then more minutes passed but no move was made in his direction. After a few more minutes' waiting he raised himself from the chair, but before he could take a step in any direction the elderly gentleman also rose and was heard to remark to the man he was interviewing, obviously a workshop applicant, "Well in that case, come down the factory with me," and with this they both walked to the door, passed through and left the room together.

Managerial appointments need highly qualified and experienced men to fill them. Such applicants should be treated with the courtesy and consideration due to their status.

"Was that Mr. X who has just gone out?" asked the seeker after staff honours. "Yes," was the courteous reply, "that was him." "Then please tell Mr. X that I cannot wait here any longer. I have another appointment concerning my firm's business and I must keep it."

With this he left the building again with an answering "O.K., sir," ringing in his ears.

This time there was no return, but being a level-headed man he decided to take no further steps until a couple of days had passed, during which he might possibly receive a letter giving some explanation.

Nothing came through the post so he decided to write to the Labour Manager along these lines:

"I attended for an interview with Mr. X at 2.30 p.m. on ..... as arranged, but unfortunately, for some reason unknown to me, he could not receive me.

"I was surprised that an applicant for a high-grade staff appointment, with a prearranged interview, was kept waiting among a number of male and female applicants for workshop employment, apparently to take his turn in the queue.

"Obviously some misunderstanding occurred somewhere, etc. etc."

After a further two days had elapsed a reply was received disowning any knowledge of the appointment, as revised, and suggesting in so many carefully selected words, "do not be a snob." But the part that rankled was the closing paragraph which intimated that the post was filled and no further opportunity for interview would be extended.

This true account of a recent incident brings to light a very serious problem. Was the attitude of the Labour Manager right or wrong; and was the applicant's feeling of resentment justified, bearing in mind the job for which he was applying, and the reputation of the firm?

I have discussed the case with many industrialists.

A number of Managers of long experience of labour problems were definite that the Labour Manager was in the wrong. If he had overlooked the rearrangement of the interview he should have sent a written apology and given the applicant another appointment. Further, the majority expressed the view that no applicant for a high-level staff post should be kept waiting in company with workshop applicants. A small minority could see no justification for extending preferential treatment in any way.

However, all those questioned, including those of Director status, were unanimous in stating that a highly experienced and qualified person should always be received personally by someone of parallel authority and given every consideration for one very simple reason. High-grade managerial appointments need exceptional men to fill them and they are entitled, by virtue of this, to expect every courteous gesture when being interviewed or attending for an interview.

First-Rate Man Lost

Personnel Managers should find the foregoing interesting, if only because it presents two different lines of thought. One aspect to be seriously considered is that this one firm lost a first-rate manager through the conduct, right or wrong, of its Labour Manager. Another point is that the applicant, because of his loyalty to his then employers, would not waste their time waiting on the convenience of a man who could not express a simple courtesy to the firm who might have been losing the services of a valuable manager.

Successful break with tradition in new wool factory's training scheme

Novel and enlightened job training and comprehensive medical and welfare arrangements make Patons & Baldwins a good place to work in.

IN their new 34-acre knitting wool factory at Darlington—the largest in the world—Patons and Baldwins Ltd. have achieved great things, and broken some revolutionary ground, in the sphere of personnel management.

For a start, they have confounded the traditionalists by training unskilled women and girls to a point

"Green" labour has been trained to West Riding standards

where the best of them, after at the most three years' experience, can compete in output with any West Riding operative.

Induction training is no novelty in progressive businesses, but Patons and Baldwins' circumstances called for special attention to its development. Not only were the new workers coming to a new factory; they were coming to what was, for Darlington, a new firm and a new industry. The myriad social contacts whereby a new worker may get some idea of what is in store for him or her just did not exist.

For this reason the firm lay great stress on accepting new workers *in groups*. They found that the first question a potential worker asked was, "Shall I be the only one?" In facing the unknown perils of a strange new job there is apparently safety in numbers.

Engagement of workers in groups is facilitated by a system under which the personnel officer holds periodic meetings at which department heads make requests for additional labour for different jobs. From these figures the personnel department plans further intakes in advance, and engages the required workers in groups which, at the moment, average from 30 to 40 each fortnight.

New workers spend part of their first week on an induction course. This consists of two lectures a day, and starts with a description of processes from raw wool to finished product. A conducted tour of the factory follows, so that practice can be studied as well as theory.

Other lectures include the pay packet and how it is made up, including the holidays with pay scheme; factory health; safety; the importance of quality; the organisation of the factory, indicating leading personalities whom employees should know by name and function and, eventually, by sight; employee services and the personnel policy of the management; and rules and customs.

On starting employment the employees embark on a five-week training course, and in the development of this work Patons and Baldwins have broken completely new ground.

First came the application of job analysis to operations in worsted spinning. Some of the overlookers from the Yorkshire and Leicestershire factories went through a Training Within Industry course and came back to break down the traditional processes of spinning and twisting into a series of simple elements that could be taught successively to completely unskilled workers.

Job Breakdown Sheets

Process by process, a series of job breakdown sheets were prepared, describing in their proper order the separate unit operations necessary to complete each process. These operation sheets then became the basis of a training manual or method.

As a result of this job analysis,

The Darlington factory houses a medical block and two first-aid rooms, each under the care of a nurse

This article has been condensed from BUSINESS, the journal of Management in Industry

out-of-date methods were either eliminated or modified.

At first, trained overlookers and women trainers brought in from the Yorkshire and Leicestershire factories handled the recruits. Some of the earliest workers to be trained have become trainers in their turn, and today the corps of trainers is adequate to cope with any intake.

At present, initial technical training is done in the shops, but a special training room is being built.

One trainer usually looks after three or four girls. The job is taught in stages, and the learner must master one stage before passing on to the next. Once the complete process has been mastered, each operative is given a productivity target, which is progressively increased as dexterity improves. During the training period, the girls are paid a flat rate. Afterwards, they come on to piece rates.

Personnel Man's Dream

As far as welfare is concerned, the new factory is a personnel manager's dream. Flanking the factory premises are two buildings, a personnel block and a social centre. The first contains the office of the personnel officer and his staff, the training shed and training rooms, interviewing and waiting rooms, and the medical block, which is split into small interconnecting rooms so that a number of patients can be treated simultaneously. In addition, there are a waiting room, a reception room-cum-office, and rest rooms.

A senior nursing sister is in charge, and a doctor visits the factory regularly. In view of the size of the factory, there are two first-aid rooms at different parts of the building, each under the care of a nurse.

The social centre embodies the 2,000-capacity canteen, also used as a theatre. In the latter guise it is used by the firm's drama group, musical appreciation society, choir and Scottish country dance society.

A company sports officer has been appointed, and about 25 acres of playing fields are under construction. The borders of the playing fields are being laid out as landscape gardens.

A subscription of 3d. per week, deducted from earnings, entitles the employee to all the welfare facilities.

More than 1,600 people are served (on the cafeteria principle) in the main canteen each day; of these, 900 buy full meals. Prices are very low, as it is not aimed to run the canteen at a profit. Main course costs 1s. (half price for juveniles), soup 2d., sweets 3d. and tea 1d. Snacks are all 6d.

The canteen holds 2,000, is also used as a theatre

The 80 ft. serving counter is staffed by thirty-six people. For the supply of morning and afternoon refreshments in factory and office, seven tea bars located in strategic points feed eighteen trolleys. The tea bars do not pay, either, but the directors of Patons and Baldwins look on them as an important service. They want their workers to eat something fairly substantial in the morning, for many travel quite a long way to work and miss their breakfasts. The policy is justified—on an average morning more than 700 meat pies are sold from the trolleys.

Assessment of the value of a welfare programme—particularly a new one—is difficult. But the fact that labour turnover in Patons and Baldwins is less than 6 per cent, and steadily falling, while absenteeism is only 5 to 6 per cent, may be significant.

"At Home" To Their Relatives

CHRISTIE-TYLER LTD., upholstery manufacturers, held an "at home" for employees' relatives recently.

All employees were entitled to invite three guests for an afternoon's tour of the factory, which is one of the largest upholstery works in the country and with its 55,000 sq. ft. of space, is one of the principal factories on the Bridgend Trading Estate.

The party was met at the works by the managing director, Mr. George Williams, at 2.30 p.m. In his address of welcome, Mr. Williams enumerated the various activities of the company. The party was then taken on a tour of the works.

Weekly Wage Rates Rise

ESTIMATED increase in weekly wage rates of 4,089,000 workers for the first two months of this year is £1,117,500; this is nearly four times as much as in the corresponding period last year.

Average weekly earnings of men rose from 145s. 9d. in April, 1950, to 150s. 5d. in October, 1950; and for women from 80s. 6d. to 82s. 7d. Table A below gives average weekly earnings for the last pay week in October, 1950, in the main industrial groups.

Average hours worked by all workers increased from 45.6 in April, 1950, to 46.1 in October, 1950. Table B shows average hours worked in October, 1950, by the main industrial groups.

TABLE A

Industry Group	Men (21 years and over)	Youths and Boys (under 21 years)	Women (18 years and over)	Girls (under 18 years)	All Workers
	s. d.	s. d.	s. d.	s. d.	s. d.
Treatment of non-metalliferous mining products other than coal	154 4	73 4	79 8	52 0	133 0
Chemical and allied trades	152 5	70 7	80 10	54 9	132 10
Metal manufacture	171 0	74 7	83 9	53 4	159 7
Engineering, shipbuilding and electrical goods	156 5	56 11	85 1	52 8	137 6
Vehicles	166 7	60 5	94 0	58 0	149 10
Metal goods not elsewhere specified ...	160 8	64 4	79 6	52 9	129 1
Precision instruments, jewellery, etc. ...	159 0	60 3	86 5	54 0	126 3
Textiles	146 10	67 6	85 3	61 9	107 5
Leather, leather goods and fur ...	148 3	65 9	81 2	51 0	117 7
Clothing	146 8	60 11	83 5	50 0	94 5
Food, drink and tobacco	139 1	61 8	77 11	49 9	111 6
Manufactures of wood and cork ...	150 7	63 4	85 9	52 6	128 11
Paper and printing	165 1	55 10	80 1	50 5	126 8
Other manufacturing industries ...	157 11	70 0	81 3	53 3	123 4
All manufacturing industries	156 8	62 1	83 2	53 9	127 5
Mining and quarrying (excluding coal)	145 1	73 5	85 10	§	140 8
Building and contracting	145 1	70 6	74 10	§	138 5
Gas, electricity and water	141 7	60 11	76 5	§	136 4
Transport and communication (excluding railways and London Transport)	140 2	65 4	102 4	§	135 1
National and local government service	117 8	65 7	74 2	47 0	111 2
All the above, including manufacturing industries	150 5	63 9	82 7	53 5	128 0

TABLE B

Industry Group	Men (21 years and over)	Youths and Boys (under 21 years)	Women (18 years and over)	Girls (under 18 years)	All Workers
	Hours	Hours	Hours	Hours	Hours
Treatment of non-metalliferous mining products other than coal	49.0	44.5	41.5	43.3	47.2
Chemical and allied trades	48.0	44.3	42.6	43.1	46.6
Metal manufacture	48.0	44.0	41.8	42.0	47.3
Engineering, shipbuilding and electrical goods	47.8	43.9	42.7	42.5	46.7
Vehicles	46.4	43.8	41.9	42.7	45.8
Metal goods not elsewhere specified ...	47.5	44.3	41.4	42.2	45.4
Precision instruments, jewellery, etc. ...	46.2	44.0	42.1	42.8	44.7
Textiles	48.0	44.9	42.4	43.2	44.8
Leather, leather goods and fur ...	46.3	44.6	41.9	43.2	44.6
Clothing	44.3	43.5	40.4	41.8	41.7
Food, drink and tobacco	48.5	44.6	43.3	43.0	46.4
Manufactures of wood and cork ...	47.0	44.6	42.1	43.1	46.0
Paper and printing	46.4	44.0	42.7	43.4	45.0
Other manufacturing industries ...	48.5	44.6	42.8	42.6	46.1
All manufacturing industries	47.5	44.1	42.1	42.7	45.7
Mining and quarrying (excluding coal)	47.7	44.7	42.7	§	47.5
Building and contracting	47.8	45.5	40.9	§	47.6
Gas, electricity and water	47.8	44.3	40.5	§	47.5
Transport and communication (excluding railways and London Transport)	49.7	45.7	44.1	§	49.1
National and local government service	45.2	43.7	40.4	40.5	44.6
All the above, including manufacturing industries	47.6	44.4	42.0	42.6	46.1

Reproduced from "Ministry of Labour Gazette," March, 1951

Artist Of The Abacus

HOW manual methods, thousands of years old, can be used successfully to keep abreast of highly trained present-day mathematicians is demonstrated by Waclaw Rodziewicz, 49-year-old Polish worker at the Wolverhampton factory of the Goodyear Tire and Rubber Co., who does all the high-speed calculating his work requires on an abacus, bead-counting frame invented in China thousands of years ago.

Employed in the industrial rubber products department of Goodyear at Wolverhampton, Rodziewicz has to check the numbers of soles and heels that pass through his section. After only one week's use of the abacus at the factory he was able to keep pace with an experienced accountant, one of Goodyear's fastest human calculators, who used pencil and paper.

The abacus was a gift to Waclaw from a fellow Pole who, driven from his home, carried the bead frame with him all through the war. Waclaw is a surveyor by profession, but is hampered by his poor English. He is quickly regaining the calculating skill he had as a child in Poland, where the use of the Abacus was taught to all youngsters.

After a little more practice Waclaw hopes to compete against an expert comptometer operator on the Goodyear staff, to demonstrate that ancient "machines" still have a use in these days of progress and scientific precision.

1952 Food Fair

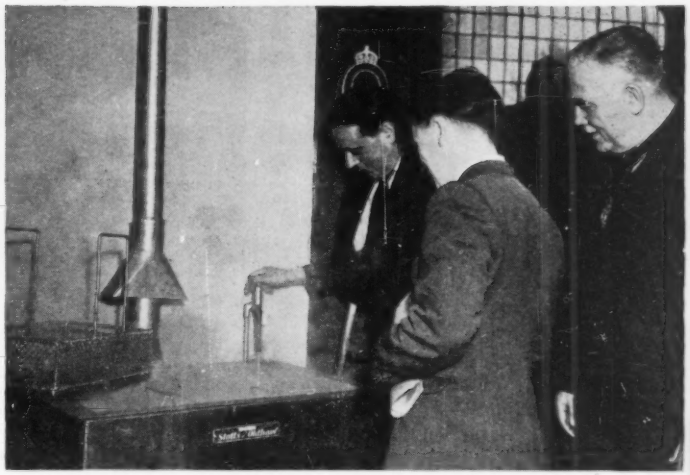
Following the success of the first British Food Fair last year, the Food Manufacturers' Federation Incorporated will promote the second Fair, from July 5 to 19, 1952, at Olympia, London. It is expected that thereafter the Fair will be an annual event.

Our Craftsmen Are Better

GREAT contrasts in the attitude of British and American workers are reported by the productivity team from the hosiery and knitwear industries which visited the United States recently. The average American worker goes all out for the highest pay packet he or she can get, but the British workers seem content to have a "target" wage which is enough for their needs. This is specially true of young women, of whom there are some 70-90 per cent in the industry. In Britain high taxation tends to discourage extra effort.

The team found excellent relations between managements and workers in the United States. For example, there is a common view on the need for profit earning, and constant consultation takes place on the shop floor without any formal joint committees. There is no prejudice against a university graduate taking a job in the works, and the barrier between works and offices, which is often apparent in British factories, does not exist. The Report recommends that management institutions should have a closer regard to the general pattern of British industry, and particularly to the needs of small firms. The team concludes, however, that the standard of craftsmanship of the operative is higher in Britain than in the United States.

An acid-resisting suit and visor hat in plastic material (*left*). *Right*, **a dust-resisting suit made of cotton with slide fastener and straps at wrists and ankles, for non-acid processes. Seen at a "factory fashions" meeting of the Industrial Welfare Society in London last month**



The Minister of Food, Mr. Maurice Webb, with the Mayor of Brighton, inspects a Stott combined washing-up and sterilising unit on the S.E. Gas Board stand at the Brighton Clean Food Exhibition. Other Stott equipment was displayed in the model restaurant kitchen

Wages Bill Was Up £240 m., Profits £27m., Last Year

NATIONAL wage bill increased by £240 million, or 5½ per cent, in 1950, according to the "National Income and Expenditure of the United Kingdom, 1946-1950" (Cmd. 8203, H.M.S.O. 1s. 9d.). This was a little more than in 1949 when the increase was £230 million. Distributed profits increased by £27 million, or 3 per cent, and undistributed profits by 15 per cent.

The division of personal income after tax was much the same as in the previous year. Of every £100, £47 went in wages, £25 in salaries, £3 in pay to the forces, and £25 to profits, rent and interest (including professional earnings, farmers' incomes, small traders' profits). Main changes since the war have been the increased share going to wage earners, which was only £37 in 1938, and the fall in profits, etc., which was £34 in 1938. Taxes took 27 per cent of personal incomes as against 28 per cent in 1949, and 19 per cent in 1938.

The division of the national income was very similar to that in 1949: 40 per cent went to wages; 22½ per cent to salaries; 15 per cent to company profits; 7½ per cent to profits of small traders; 4½ per cent to rent; 10½ per cent to other types of incomes.

In 1949 (latest figure available) there were some 13,500,000 incomes over £250, against 11,700,000 in 1948, and 2,000,000 in 1938. The general shift up the income scale continues. But although there were 230,000 incomes over £2,000, an increase of 10,000 over 1948, and 124,000 over 1938, they account for only 6 per cent of all incomes after tax.

CATERING BRAINS

MISS KAY CARVER, catering supervisor to Higgs Motors Ltd., Birmingham, and secretary to the Catering Managers Association, Birmingham area, took a large part in organising a successful brains trust which was held on April 5 in the Birmingham University, Edmund Street.

Many interesting questions were answered by the team of experts under the chairmanship of Dr. W. R. Martine, Birmingham's assistant M.O.H. The team: Dr. B. R. Sandiford, director of Public Health Laboratory Service; Mr. E. N. Wakelin, Birmingham's young chief sanitary inspector elect; and two visitors from London, Mr. G. L. H. Bird, Senior Lecturer in Refrigeration of the National College of Heating, Ventilating and Lighting, and Miss B. M. Steuart, factory canteen adviser.

Miss Carver also arranges parties, dinners and dances for the Association for, as she says, "We must band together. Caterers are lonely people, partly owing to their different meal times and working hours."

Elected to Institute Council

NEW members of the executive council of the Institute of Welfare are pictured above. Left to right:

A. H. HAYNES — District welfare officer. Handled rest centre and emergency feeding arrangements in Metropolitan Kent during the war.

HARRY SAUNDERS, M.B.E.—Superintendent district officer, health department, Kent County Council. Former national president of National Association of Local Government Health and Welfare Officers.

G. STEWART POPLE—District welfare officer, West Sussex County Council. Formerly registrar of births, deaths and marriages, and personnel officer in industry.

F. H. OLIVER—Deputy superintendent, welfare department, London County Council. In local government since 1923.

W. R. BASEY—Welfare officer to a group of gas works in North Thames Gas Board.

New Drapery Wage Rates

THE Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain) has agreed to give notice of its intention to submit to the Minister of Labour and National Service proposals to increase the statutory minimum remuneration to be paid to male and female workers in respect of whom the Council operates, as follows.

It is also proposed to make a special provision for female sales assistants who enter the trades for the first time at or over the age of 20 years.

	Proposed Increase	
	Males	Females
	Per Week	Per Week
	s. d.	s. d.
Shop Managers	12 0	—
Shop Manageresses	—	10 0
Clerks, Sales Assistants, Cashiers, Central Warehouse Workers, Credit Travellers, Stock Hands and all other workers other than transport workers:		
Workers aged 21 years or over	9 0	7 6
Workers aged 18 and under 21 years	6 0	5 0
Workers under 18 years	4 0	4 0
Transport Workers on mechanically propelled vehicles of 1 ton or less or on one-horse drawn vehicles:		
Workers aged 21 years or over	9 0	—
Workers aged 18 and under 21 years	6 0	—
Workers aged under 18 years	4 0	—
Transport Workers on mechanically propelled vehicles of over 1 ton or on two-horse drawn vehicles	9 0	—

How Foremen Should Be Trained

"THERE are, no doubt, many faults with our present foremen, but these are due largely to neglect in the past, unsuitable selection and lack of training. The problem that faces industry today is the recruitment, selection and training of prospective supervisors and the development of existing foremen." With these words Mr. F. J. Burns Morton, director, A. E. Hawley & Co. Ltd., introduced his paper on "The Selection and Training of Foremen," at the third national conference of the Institution of Works Managers held at Southport from April 13-15.

"Foremen of the future," said Mr. Morton, "should have a better general education, more precise technical training, special instruction in supervision, and, above all, pretraining before appointment. For training younger supervisors, use could be made of technical colleges, formal lectures, textbooks and periods of training and practice in various departments as assistant foremen. The training of older foremen could best be accomplished through the conference method, taking concrete problems as distinct from general principles.

"In order to obtain and retain an effective group of foremen, it is necessary to accept them as part of the management team, to make sure that their status is improved and recognised and to be certain they are supplied with adequate information for the proper control of their departments." The foreman should have the personal support of management to enable him to use his influence effectively under conditions of full employment.

Staff Present A Portrait

FOLLOWING the annual general meeting of the Greengate and Irwell Rubber Co. Ltd. on April 11, the chairman, Mr. Merton F. Frankenburg, paid tribute to the services rendered by the deputy chairman, Mr. William Griffin Morris, during the past 50 years.

On behalf of the directors, staff and employees he presented to the deputy chairman his portrait in oils, by Harold Knight, R.A., together with an illuminated volume.

The portrait is to be hung in this year's Royal Academy exhibition.

What are the Z-Men's Rights?

Call-up of the Reservists: A Policy For Management

By JOHN LAWES

ABOUT 200,000 Army and R.A.F. Class Z and G reservists are being called up for 15 days' service training during the summer. The numbers involved are large, and it is probable that the call-up will be repeated for the next few years. Managements will therefore need to adopt a definite policy as regards employees called up for training.

Employers are compelled to give reservists leave of absence for their 15 days' training period, but are not obliged to pay them during their absence. Further, the fact that a man is called up must not prejudice his right to his normal annual holiday with pay.

For example, if a man is entitled to a fortnight's holiday with pay under his contract of service, or by Wages Council Order, and is called up for 15 days' training, his employer cannot compel him to forego any part of his paid holiday because he has been called up.

Holiday-cum-Training

This does not, however, mean that the reservist himself cannot opt to take part of his annual holiday during his service training and so cut down the period when he will be without his normal wages from his civilian job.

It is also quite legitimate for the employer to offer those of his employees who are called up an inducement to adopt this course. Some concerns may be prepared to offer reservists a week's wages if they agree to forego one week of their annual holiday and take it during their service training. This course has been widely adopted in the interest of production.

The particular policy which is adopted is clearly a matter for individual managements. The possibilities are:

(a) To give employee reservists leave of absence without pay for their service training, and their annual holiday with pay; or

(b) To allow employee reservists to take some part of their annual holiday during their service training; or

(c) To offer employee reservists an inducement if they agree to forego part of their annual holiday and take it during their service training; or

(d) To give leave of absence with pay during service training and normal holiday with pay.

Where course (c) is adopted, the men must be given an option. If they so desire, they must be allowed to take their full holiday with pay, and leave of absence without pay during training. In making a decision, note should be taken of the position of Territorials and members of the other auxiliary Forces, who, although volunteers, are in a less favourable position than reservists. They are not entitled, as a right, to leave to attend camp, and their employers may compel them to utilise their annual holiday in order to do so. In most cases it will probably be found preferable to adopt the same policy for both reservists and Territorials.

There is one further point in connection with Class Z and G Reservists which should be noted. The Act under which they are called up includes provisions to protect them against loss of their employment because of their liability to call-up.

Under these provisions, reservists who are dismissed from their employment by reason of their liability to service are entitled to compensation against their former employers. The compensation payable is based upon the loss which their dismissal causes them, but will not exceed five weeks' wages in any case.

Men who consider that their dismissal was caused by their liability to service may apply to a tribunal, and their employers will then need to be in a position to show some other good reason for the dismissal if an award of compensation is not to be made against them.

A call-up of reservists for a short period such as this is a new departure in this country and will raise great problems for managements. Obviously there will be a general desire to give the reservists the most favourable treatment possible, but the fact that they will be receiving service pay during training should not be overlooked. Nor should the likelihood of future call-ups.

Scots Elect A Carpet Queen

ELECTION of a carpet queen for the Lothians proved a happy idea in the firm of Henry Widnell and Stewart Ltd. The company's three factories all elected entrants, from whom the queen was selected.

Winning girl was Miss Betty Tucker, of Arniston, who was presented with a "carpet queen sash" by Mr. J. Stewart, director of the firm.

In an industry employing largely female labour, "glamour" events of this type are an undoubted success and do much to cement good relationship between management and employees.

PARLIAMENTARY PARAGRAPHS

Cutlery Industry (Development Council)

IN reply to a question, the President of the Board of Trade stated that he considered a development council for the cutlery industry could be of great benefit, but he did not feel able at the present time to press this proposal on it. (*March* 13, 1951.)

Opening Ceremonies (Workers)

MINISTER of Works stated that fifty representatives of workers engaged in preparation of the Festival of Britain exhibitions had been invited to the Service of Dedication, and a larger number to the opening of the South Bank exhibition. This was in recognition of the interest taken by the majority of the workers in the Festival. (*April* 3, 1951.)

Trade Disputes (Festival)

MR. LEE, replying for the Minister of Labour, stated that during the 6 months ended March, 1951, four stoppages of work occurred at the Lambeth and Battersea sites and a fifth at the Science Museum, Kensington. The aggregate number of workers involved was about 1,450 and the aggregate time lost about 3,500 working days. (*April* 3, 1951.)

Direction of Labour

DURING discussion on The Supplies and Services (Defence Purposes) Bill, the Minister of Labour statèd that except in very exceptional circumstances it was not necessary to direct labour in peace time. If it was desirable it ought to be done by a Bill. They ought not to give to the executive such extraordinary powers over the liberty of the individual, except by statute. No further use would be made of the powers given by Regulation 58A, either to direct men or women to perform specified services, or to require them to remain in specified employment, unless or until an immediate attack on this country was expected. (*April* 3, 1951.)

Tuberculosis (Swiss Treatment)

SECRETARY of State for Scotland reported that Parliament would shortly be considering legislation enabling arrangements under the National Health Service to be made for treatment of tuberculosis patients outside Britain. This year 150 to 200 beds in Swiss sanatoria would be available for patients from Scotland, with necessary transport. Similar arrangements were being made for England and Wales. (*April* 10, 1951.)

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- **Gives a capacity of 72 loaded covered largest size dinner plates.**
- **Low Gas or Current consumption.**

The new Briffault Cabinet embraces many other important features. The food compartment is sealed against all gas fumes. Its upright design is a distinct advantage over horizontal types, saving space and stooping.

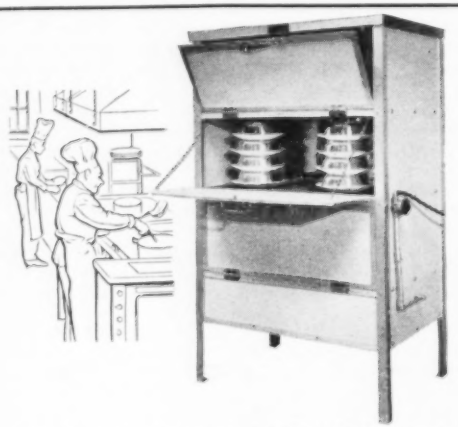
The Briffault Tallboy is thermostatically controlled. Even distribution of heat is ensured by hot air ducts within cabinet and temperature (at 160° F. or the desired heat just below cooking temperature) controlled by regulator.

If a door flap is inadvertently left open no harm is done. Gas or electricity automatically turns itself up to keep an even temperature. When door is closed again it quickly regains correct temperature.

The laminated plastic in body construction is heat retaining, thus obviating the weight and expense of double casing.

There is little to clean. Shelves are the open bar type pattern, of aluminium, therefore rustless.

- Average gas consumption is only 15 cu. ft. or less per hour.



Neat clean streamlined appearance—finished enamel, bright polished fittings.
Measurements—5 ft. 3 in. high, 3 ft. wide, 2 ft. 2 in. high.
Price—£62 0s. 0d. delivered.
Model "B" (without sealed compartments) £54 0s. 0d. delivered.
Prices subject to slight variations likely to occur in price of raw materials at time of purchase.

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FESTIVAL HIGHLIGHTS FOR PERSONNEL MANAGERS

(*Continued from p. 502*)

area as the Dome of Discovery on the other side of the bridge (see photograph). Here, concerts are being held throughout the exhibition period. Yet it is another hall of entertainment which will probably prove most interesting to visitors, because of its novelty appeal. This is with this "sound-in-space" are three-dimensional movies which appear to the spectator to reach out over his head in front and to stretch back behind the plane of the screen into the far distance. Special glasses have to be worn to view these films, which give an astonishing foretaste of things to come.

The Telecinema

Here, for the first time, big-screen television is being shown, in addition to stereoscopic films in colour with "three-dimensional" sound.

Big-screen T.V. brings to the audience up-to-the-minute actuality —what is going on in other parts of the Festival site, interviews in the cinema itself, and demonstrations of the novel equipment it contains.

Then, reaching out into the future, the Telecinema presents to its audiences a new kind of film sound track, in which the sound can be caused to issue at will from any part of the screen or from the back or ceiling of the auditorium. Coupled

Somewhat overwhelmed by his experiences in this outpost of the Brave New World, the visitor may feel in need of a little relaxation. Let him hie himself to Battersea Park

Pleasure Gardens

When he gets there, he will find most types of entertainment awaiting him (except "amplified music"). There is an amusement park, complete with Big Dipper and Rotor, "the ride that defies gravity;" a miniature zoo; an Emett miniature railway; a riverside theatre, an open air theatre (to be retained permanently by the L.C.C.) and a "speciality stage . . . for spectacular aerial and acrobatic acts." He can eat and drink to his heart's content, in establishments ranging from a *de luxe* restaurant and wine garden to soft drink and ice-cream kiosks. And he can listen to the orchestra on the central bandstand, or dance.

To return to the South Bank exhibition. There are five public entrances—from Waterloo Bridge at high level; from Waterloo Main and Underground stations by footbridge over York Road and an escalator within the exhibition grounds; from Chicheley Street; by the two landing stages on the riverside; and by the new Bailey Bridge 30 yds. upstream from Hungerford Bridge (turnstiles for this entrance are on the North Bank).

Price of admission at the turnstiles (after 4 p.m. on Tuesdays, after 3 p.m. on other days) is 4s. Guaranteed admission tickets, bought in advance, cost 10s. on the opening day and on all Tuesdays, 5s. on other days. Hours of opening: First day, May 4, 2.30-11.30 p.m., thenceforward 10.30 a.m.-11.30 p.m. Children between 5-15 years, half price. There will be no turnstile admission on opening day.

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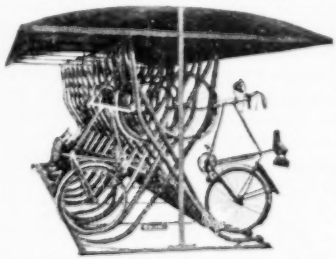

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Luxury Canteen and Sports Centre

Corner of canteen showing billiard table in recreation section. Those ceiling beams are really concealed lighting

G. WADDINGTON & SON LTD., tanners, leather dressers, and glove manufacturers, of Newland, Hull, a company run on co-partnership and profit-sharing lines, have built a new canteen and recreational centre at their tannery and glove factory at a cost of £10,000. This canteen, which will accommodate 200 people at each sitting for a main meal, replaces one which had become too small.

It is spacious and bright and cheerfully decorated in burgundy, blue and gold. The latest form of hot air heating has been installed, which ensures a constant circulation of fresh air at regulated temperatures throughout the room. Concealed lighting installation gives a pleasant effect.

The tables accommodate either four or six people, and any vacant table is available just as in a restaurant. The table tops are of Formica plastic with a Linette finish. The chairs are finished in burgundy and cream and are stackable.

Facilities for dancing, concert parties, billiards, table tennis, film shows and other social functions are available. For those with quieter tastes there is a separate rest room.

The canteen has a promenade roof, so that employees can have the maximum benefit from the sunshine during the summer months, and its own amplification system which, besides being used for relaying speeches, can also be used for playing records at dances and similar functions.

The canteen was opened by the Lord Mayor of Hull. In the absence of Mr. T. E. Waddington, chairman, Mr. J. P. Waddington presided. In charge of the canteen is Mr. Peter Ward, who has had 25 years' experience of catering in Army, National Service Hostels and holiday camps.

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DALMAS (regd.)
FINGER-TIP DRESSINGS
keep hands on the job!

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Manufacturers of the well-known Dalmas and other specialty first-aid dressings, bandages and medicaments for hospitals, surgeries and industrial welfare units.

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THE COMFORT OF THE FEMALE WORKER

Personnel Manageresses will know that the difficult days for female workers can constitute an industrial problem.
Comfort is best maintained at these times with either Mene or Menex Sanitary Protection which for over fifty years has been the choice and trust of womanhood.

Reliable, highly absorbent, of downy softness . . . a protective back . . . Mene and Menex possess the qualities necessary for peace of mind and ease of body. They have loop ends for snug adjustment. Write today for a special quotation for a bulk order. You can have confidence in recommending . . .

MENE SANITARY TOWELS

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Obtainable from Drapers, Chemists, Stores, etc.

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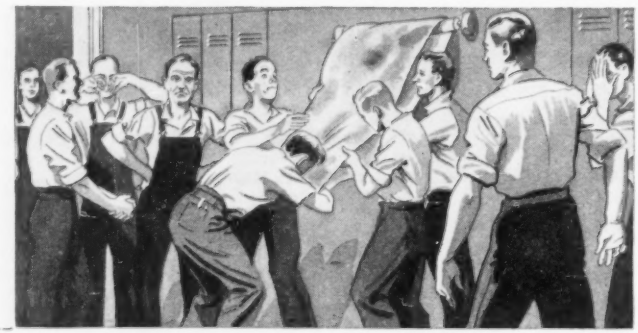
How to cut absenteeism

The main cause of lost time in industry, according to the Medical Research Council, is sickness absence. Much of this absenteeism can be traced to the transmission of contagious ailments through the use of communal towels. After washing, hands should be dried on a clean, fresh, fluff-free paper towel—an immaculate towel like Hi-Dri, designed to be used once, then thrown away!



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Barrier creams or hand cleansers—which is the better safeguard against industrial dermatitis? Our contributor believes that both have their part to play, and he maintains that by using them correctly, you can

Protect your employees against dermatitis for $2\frac{1}{2}$D per man per week

By **A. V. PITCHER,** *Howards and Sons Ltd., Ilford*

BOTH barrier creams and hand cleansers, used either separately or together, are necessary to combat industrial dermatitis. That is the conclusion I have reached after 25 years' experience in industrial health.

There are, I know, two schools of thought on the subject, one being that barrier creams are a great help in the reduction of dermatitis. The other is that they are of no practical value and only act psychologically as a means of inducing personnel to wash their hands more often, and in doing so to wash away the causative agents. This latter school maintains that all that is necessary is a hand cleanser.

What has led me to the conclusion stated above?

Inflammation is caused by four agents which give their names to the different categories of the complaint: contact dermatitis, sensitisation dermatitis, oil dermatitis and emotional dermatitis.

Contact Dermatitis

As the name implies, this type is developed by actual contact with the causative agent and not by absorption. In general, the agent affects the skin as would a superficial acid or alkali burn, causing an erythema with swelling and tightening of the tissues. If the operator is allowed to remain in contact with the irritant, a chronic form may supervene, which may be of long and troublesome duration. The rash appears at an early stage, and immediate removal from the causative agent is necessary.

Sensitisation dermatitis is found among people who are allergic to a particular causative agent. It is the most troublesome type, as a variable period of time precedes the onset of the rash. During this apparent latent period the causative agent can be handled without visible ill effects, although the insidious sensitisation is developing in the dermis.

The rash, when it appears as a few raised, pinkish spots on the soft parts of the skin, such as the wrists, forearms and neck, spreads very rapidly to the face, chest and thighs. It is accompanied by intense irritation, especially at night or in a warm atmosphere. This brings about nervous exhaustion with its consequent depression which, in turn, retards the patient's recovery.

Oil dermatitis is likely to be encountered in all engineering works or among maintenance staffs, especially among people allergic to cutting oil and emulsions of oil and water.

The effect of cutting oil on the skin is fairly obvious. Maintenance workers' hands are naturally grimy or dirty, and the addition of oil to this condition blocks the pores of the skin with dirty, greasy plugs. In consequence, the natural fat and moisture secretions cannot escape.

When this happens, these secretions produce small raised bumps on the skin, which become infected with germs and, if the body resistance is lowered, a crop of small boils is produced. Red, raised and isolated, these boils spread over the hands, arms, and neck, and they vary in size from that of small pimples to large, inflamed eruptions. They may also appear in large numbers on the thighs.

Many people overlook the fact that mineral oils remove the natural fats from the skin. The lighter the oil, the more rapid the removal, so that the skin becomes defatted. In this condition it is a potential source of danger.

Mineral oils on arrival are sterile. Some have antiseptics added, which instead of acting as a preventive

(Photo by courtesy I.C.I.)

Treating boils on the shoulder

of dermatitis may actually bring it about by reason of their irritant properties.

"White water" is far less a source of danger, as in emulsifying some of the oily properties are lost.

The new, nervous operator on a process or, may it be said, the operator who has heard frightening stories from other people and is, therefore, in a highly sensitive state, are the ones likely to be affected by *emotional dermatitis*.

If these people contract a dermatitis they are very difficult to cure, as they are impatient, irritable, tend to exaggerate, and lack faith in the ability of those who are trying to help them.

We may be in a better position to understand this condition if we remember that both the skin and the nervous tissue are derived from the same source—the ectoderm, a layer which is formed in the developing embryo.

It is also well known that drugs which affect the central nervous system will often produce a rash in sensitive individuals if their use is continued over a period. Among the drugs which have this effect are

(*I.C.I. photo*)

Is he suitable for work in a dermatitis area?

phenobarbitone (luminal), potassium bromide, potassium iodide, and morphine. This does not mean, however, that every drug which affects the central nervous system will produce a rash; but the skin-nerve reaction is there and may develop in certain people who have not been in contact or associated with irritants or infection.

When we are frustrated or bad-tempered we describe ourselves as "irritable" or "nervy." This "nervy" condition does actually produce an urticarial rash (raised white weals)—a common sequel to emotional disturbance.

Now for the selection of workers for a department carrying a known risk. Are these people suitable from a medical point of view? What are the general characteristics for which we look?

Workers who will have to use a non-greasy irritant, should have a clean skin of natural colour, free from acne and not too moist. The hair colouring should be black or brunette, but never natural blonde. There must be no pyorrhoea. Added to this information, a guide to the candidate's suitability can be obtained from his past history of health.

An excessively greasy skin, or one having seborrhoea, may be prone to boils or oil dermatitis, in an oily process, especially if the worker fails in personal cleanliness. Neither is it wise for a worker with a very dry skin to work in mineral oils, which, as we have seen, remove fat from the skin.

The next pertinent question we must consider is whether we have tried to eliminate contact of the operator with the irritant or hazard by the provision of suitable tools, ventilation of the working area, provision of exhaust points and hoods, screening by glass or Perspex.

If it is not possible to provide the foregoing, have suitable face masks, gloves, goggles or protective clothing been supplied? I would like to stress the word "suitable." Much protective apparatus is wasted or is ineffective because it is not the correct type.

Again, is there enough clean washing accommodation, clean towels, soap and hot running water? I would suggest, for use in a dermatitis area, that small hand towels be issued to operators, who would be responsible for them.

So, having considered some of the causes of industrial dermatitis and the choosing of the right type of worker for a dermatitis area, we can return to our original question—barrier creams or hand cleansers?

Barrier creams have their limits in protection. They must be specifically selected and not regarded as a barrier against *all* causative agents. It is obvious for instance, that a barrier cream prepared for use against a water-soluble irritant must be impervious to water, and that the operator must apply these creams before he starts work, and again after the midday meal break. The best way to make sure you have the right cream for the job is to submit samples of the suspected causative agents to the manufacturers of barrier creams for their advice.

It is essential that workers in an area where there is a danger of dermatitis should keep themselves very clean. To help them to do so, a good non-cau tic, non-disinfectant soap or skin-cleanser is required.

Clean and Dirty Areas

I have found that for workers in a "clean" risk area a suitable barrier cream and ordinary toilet soap are sufficient—coupled, of course, with the previous safeguards I have mentioned. For workers in dirty areas and for maintenance staffs, I have proved that the use of a barrier cream against oils and a good hand cleanser are necessary.

This routine has been in force for a number of years under my supervision and has proved very successful. Recently, as an experiment, I withdrew the issue of barrier cream from some members of a maintenance staff, but allowed them to use the hand cleanser. The results were soon apparent.

These men reported to the medical department with cracked hands, which had developed after withdrawal of the barrier cream. And cracked hands provide a fertile breeding ground for dermatitis.

For these reasons, then, I say that both barrier creams and hand cleansers have a job to do—either separately or together—in the prevention of dermatitis.

Next, what is the cost of supplying this service to employees? Here I would emphasise that barrier creams and skin cleansers are only issued to operators who work permanently, or who have to work intermittently (such as maintenance staffs), in the dermatitis area. It has been found to be economical and satisfactory to issue a weekly or monthly ration to the personnel concerned.

What It Costs

One manufacturer of barrier cream supplies small personal containers, containing about 1½ oz. of cream —enough for one week. This, at 1s. 6d. per lb., works out at approximately 1¾d. per person per week.

Skin cleanser is, likewise, rationed in tins, the bottoms of which are stamped with the operator's clock number. Each tin holds approximately 4 oz., which is expected to last one month.

At 1s. per lb., the cost of cleanser works out at ¾d. per person per week.

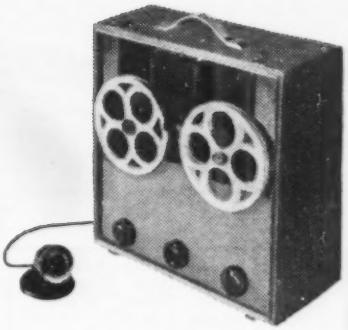
Where a maintenance operator is required to undertake an excessively greasy job, a special allowance of 2 oz. above his normal ration is supplied.

Thus the approximate cost of protection by using both cream and cleanser is 2½d. per person per week.

What results are apparent for this charge on industry? First, production is maintained, because workers do not become "sick persons." Changes in department personnel are obviated, with consequently less worry for supervisors. Fear disappears, and workers no longer shun a department. Physical suffering, depression and family unhappiness are eliminated. The management has fewer labour worries, and there is less likelihood of legal actions.

Tape Recorders Have Many Uses In Industry

By W. J. S. GRAHAM, an Industrial Safety Officer



THE magnetic tape or wire sound recorder can be a wonderful help in industrial relations.

It is a machine which records speech and music on wire or on plastic or paper tape. No special knowledge or complicated apparatus are required to operate it. The tape or wire, of which there is about 1,200 ft. (half-an-hour's playing time), is wound on spools and can be used and re-used almost indefinitely.

Operating procedure is simple. All one has to do is to connect the lead into a three-pin 5 or 15 amp socket, plug in the microphone, adjust the volume control, and at the end of 30 minutes, change the reel of tape if the recording is still continuing.

Recorders cost from £45 to £75. Portable models are available, although they are not light to carry about. Plastic tape costs about £2 10s. a reel, paper tape about £1 5s. Spools of wire are comparable in price. The difference between the tapes, which are both coated with a metallic oxide, is that the plastic, I think, is stronger and less liable to damage.

The machine can be used in many different ways.

For instance, how many times do discussions take place on exactly what was said at a committee meeting? With a recorder these arguments can be speedily resolved.

Further, it is unnecessary either for a committee member to take minutes, and thus be unable to play any real part, or for an outsider to be present as secretary. And this makes for greater freedom.

At small conferences, too, the recorder can do a good job. Expert shorthand writers are expensive and for that reason are often not employed. With the machine, papers and discussions can be recorded and subsequently played back and taken down by typists. The transcriptions can be checked by a further play back.

The "tapes" are then available for making fresh recordings.

A recorded commentary to accompany, for example, a filmstrip is most useful if it is borne in mind that too great a dependence on "canned talks" destroys the personal touch and that it is fatally easy for an inexperienced person to sound pompous or stilted. A recording does, however, ensure that exactly what should be said is said and that no omissions take place.

In a filmstrip for new employees I am including a shot of a director, and as his image appears on the screen the recorder comes to life with a personal message for new starters from the senior management.

Furthermore, if the commentator cannot be present, a recording of his talk can be played.

I have found that the recorder is useful when in my absence a visitor calls and wishes to leave a message. The machine is switched on, the message recorded, the visitor plays it back and ensures that he has said all he wished, and on my return I have the whole message. It is also helpful if one wishes to leave last-minute messages for one's staff.

Help For The Band

At our works we have a band, and they find it of value when practising to make a recording which they can subsequently play back and learn where they have not followed the conductor's instructions.

Having only made live broadcasts, the band have not heard themselves on the air; so on the occasion of their last broadcast I simply plugged the lead from the recorder into my wireless set and made a record of the programme for them. Hearing yourself as others hear you is a salutary experience. For those of us who have to address meetings a recorder is invaluable. It helps you to find your faults, and thus take steps to eliminate them.

Listening to your own voice giving a poor paper stimulates you into rewriting the paper.

The recorder can also be used for the benefit of shift workers. A complaint I have often heard is that shift workers rarely have the opportunity of hearing the entertainments which are given to day workers in the canteen at lunch-times. It is a simple matter to make a recording which can be played back during the night breaks.

Handling Human Beings—By An Expert

THOUGH concerned with selling, this book* by Frank Bettger, ace salesman of The Fidelity Mutual Life Insurance Co. of Philadelphia, contains much of value to all whose job demands expert handling of human beings.

What better maxim, for instance, for the welfare officer could there be than Mr. Bettger's "most important secret of salesmanship"—find out what the other fellow wants, and then help him to find the best way to get it.

Summed up, Mr. Bettger's advice on how to persuade your fellow men and women to do what you want them to do is:

Be enthusiastic about your own job.

Ask questions to find out what are the other person's wishes. Keep on asking questions—previously planned—to lead *him* into proposing the very course of action you desire him to take, so that he believes the the idea is his, not yours.

Always look at a problem from the other person's point of view.

Deserve confidence—by knowing your job, speaking ill of no one, avoiding exaggerated statements or claims, and looking your best.

Don't be afraid to fail. "Courage is not the absence of fear, it is the conquest of it."—D.H.

* *"How I Raised Myself from Failure to Success in Selling." By Frank Bettger. (The World's Work* (1913) *Ltd.* 9*s.* 6*d.*).

LOOKING AHEAD — WELFARE & PRODUCTION EQUIPMENT TO BE INSTALLED

Anglesey.—A contract has been placed by Associated Ethyl Co. Ltd., Artillery House, Artillery Row, London, S.W.1, with Marples Ridgway and Partners Ltd., 2 Lygon Place, London, S.W.1, for the civil engineering work in connection with a big chemical works proposed at Amlwch, Anglesey. Work will cost about £2,000,000. Messrs. Maunsell, Posford and Pavry, Abbey House, Victoria Street, London, S.W.1, are the consulting engineers.

Barking.—Plans proposed: Further premises at Thames Road, for The Denver Chemical and Metal Refining Co. Ltd. New canteen, offices and garage at Harts Lane, for Crow Carrying Co. Ltd.

Birkenhead.—Plans approved: Tyre factory and store in New Chester Road and Union Street, for G. Graves; factory at Wharf Road, S. L. Owens.

Brighton.—The T.C. will lease a site for a factory at Hollingbury Light Industrial Estate to Skelton, Sleat and Co. Ltd., and will invite tenders for erection of the factory. The architect is William G. Phillips, 97 Mortimer Street, London, W.1.

Carlisle.—Mr. R. Wright, 13 Castle Street, Carlisle, is the architect for a new factory and hostel, at £24,960 and £6,476, proposed on Petteril Bank site by Cumberland County Council.

Chesterfield.—Plans submitted: Plumbers' shop and factory at Wharf Lane and Hardwick Street, for A. W. Cooke. Sweet factory at Whittington Moor, for Willett Bros.

Debden, Essex.—The Bank of England is to take a lease of a site of nearly 40 acres at Debden, Essex. On 13 acres it is planned to erect large printing works to replace the Bank's existing works in Old Street, Shoreditch. The remaining 26 acres are to be used as sports grounds. Ultimately it is estimated that 2,500 will be employed at the proposed new works.

Durham.—Durham Coal Board, Newcastle-upon-Tyne, are to spend £80,000 improving colliery canteens. At Fishburn Colliery canteen the cost will be £10,000 and at Craghead and Morrison Busty Pit canteens the cost will be £8,000 each.

Felling-upon-Tyne.—Plans for erection of a tile-making factory have been prepared by E. M. Lawson, Barras Buildings, Barras Bridge, Newcastle-upon-Tyne.

Glasgow.—Corporation has granted planning permission for Scottish Industrial Estates Ltd., for the erection of a permanent canteen at the Queenslie Industrial Estate, Edinburgh Road, E.1. The architectural staff of North British Storage and Transit Co. Ltd., 11 Quality Lane, Leith, are preparing plans for new building at West Street and Tradeston Street, Kinning Park. The architects for rebuilding of tannery proposed by E. and J. Martin Ltd., are F. Burnet and Boston, 180 Hope Street, Glasgow, C.2. Plans will be prepared for a new canteen, depôt offices and other works, for the Underground Railway at Govan Cross, Govan.

Gosport.—A large factory is proposed by Trico-Folberth Ltd., Great West Road, Brentford.

Greenwich. — Plans submitted: A sports pavilion at Union Castle Mail Steam Ship Co.'s sports ground, Weigall Road.

Halifax.—A new bus station, with staff canteen, proposed at Cross Field at a cost of £19,820, has been approved by the M.T.

Hendon. — Extensions to factory canteen and offices, to plans by their drawing department, proposed by Spurling Motor Bodies Ltd., at The Hyde, N.W.9, have been approved by the B.C.

Hendon.—The T.C. proposes a staff canteen at rear of Town Hall, at a cost of £4,850, and subject to Ministry approval is recommended to invite tenders.

Huddersfield.—Erection of a bakery, to cost £54,000, is proposed by Huddersfield and District Co-op. Society.

Kidderminster.—Planning application for proposed factory building at Springfield Lane for The Kidderminster Textile Co.

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Lanarkshire.—The plans for a new building at the Dranchapel baking and biscuit factory for Beatties Biscuits Ltd., Great Western Road, have been prepared by John Keppie and Henderson and G. H. Cleaves, 196 West Regent Street, Blythswood Square, Glasgow, C.2.

Lewisham.—Plans proposed: New factory at Dalmain Road, for Chamberlain Industries Ltd., Staffa Road, E.10. Single-storey factory at Southend Lane, for Blanchard Bros., 24 Havelock Walk, London, S.E.23.

Leyton.—Plans for a factory and offices for S. Girling and Sons (Coopers) Ltd., submitted by E. Harold Levi and Co., Surveyors, 760 Lea Bridge Road, E.17.

London.—The architect for multi-storey offices proposed at Aldermanbury, and a factory and offices at Fore Street, E.C., is G. F. Wilson, 4 Russell Gardens, W.14. Messrs. Betts and Co. Ltd., Holloway Hill, N.19, propose rebuilding a mill in Elthorne Road, N.19. The architects for a printing ink factory in Marshgate Lane, E., are Ley, Colbeck and Co., Palmerston House, E.C. A research laboratory, costing £60,000, is proposed by Micanite and Insulators Ltd., Blackhorse Lane, E.17.

London, N.W.—Large extensions to premises on the North Circular Road, N.W.10, are proposed by Sir Isaac Pitman and Sons Ltd.

North-East.—Work is beginning on the rebuilding of Thornley Miners' Welfare Institute at Thornley. This is a £60,000 scheme of which the first stage will cost £20,000.

N. Ireland—Londonderry.—New factories and offices in Limavady and Coleraine will be built for the Ministry of Commerce, Chichester Street, Belfast.

North Shields.—British Thompson Houston Co. Ltd. officials have decided upon a site at West Chirton, North Shields, for their 100,000 sq. ft. factory for the manufacture of aero accessories. The Company has taken over premises used formerly as a storage depôt by the Ministry of Supply. Erection of factory premises at Walker Place, North Shields, is under consideration of T. B. Bilton and Sons Ltd., of Bell Street, North Shields.

Oldham.—Plans for a non-ferrous foundry at Alford Street, for the Gravel Gate Foundry Co. Ltd., have been approved by the B.C.

Otley.—A light industry factory in the Leeds Road area is proposed by Fluorescent Starters Ltd.

Reading.—B.C. has approved proposal by Wiggins Phillips and Son (Waste Merchants) Ltd., 3 Mill Lane, Reading, for the erection of factory, offices and canteen. P. Phillips and Sons Ltd. are to have factory premises built at Basingstoke Road, Reading.

Saunderton (Bucks).—A large factory is proposed by Molins Machine Co. Ltd., Evelyn Street, London, S.E.8.

Sedgefield.—The R.D.C. has had an interview with the Board of Trade regarding the possibility of setting up a small textile mill at Fishburn.

Sedgley.—U.D.C. has approved application by Alfred Allen and Son Ltd., to designate for industrial purposes approximately 11 acres of land near their works.

Sheffield.—The T.C. will lease land in Thomas Street, Bath Street and Egerton Street, to John Wragg and Co. Ltd., for erection of food, egg packing and distribution depôt. A new factory and garage is proposed by E. Hurst and Son, 11 Leadmill Road.

Southampton.—An extension is proposed to a milk processing factory in Broadlands Road. The architects are Newby Vincent and Co., 24 The Avenue, Southampton.

Southend.—The T.C. reports Ministry consent has been received for the borrowing of £14,955 for the erection of eight unit factories on the Industrial Estate, and application is being made for consent to put up a further four unit factories. Three factories are to be let to Messrs. M. T. Electric Co., of Leigh.

South Wales.—A large refinery is planned for National Oil Refineries Ltd., Llandarey (Skewen). Constructional work will provide employment for 3,000 on the site for three or four years. The completed refinery will employ over 2,500 in permanent work.

Stockport.—Plans approved: Staff messroom, dance hall and café at Reddish Emporium at Gainford Road, for Stockport Industrial and Equitable Co-op. Society. Offices, canteens, bowling and tennis courts are proposed at Rectory Fields by Cornbrook Chemical Co. Ltd., Newbridge Lane.

Surbiton.—Plans submitted: New factory at Davis Road, for Panel Fittings Ltd. A factory at Roebuck Road, for F. W. Hagyard.

Wallasey.—Negotiations are taking place between the T.C. and Cadbury Bros. Ltd., in connection with proposed factory at Moreton.

Walsall.—The T.C. will lease land at Bott Lane to Bright Brazing Ltd., Walsall, for erection of factory. A two-storey factory is proposed by the B.C. The architects are Sanders and Proffitt, 145 Lichfield Street, Walsall.

Watford.—A new factory will be built in Lower High Street for H. H. Butterfield Ltd., 55 Southeron Road, Watford. Messrs. D. Wilkie and Partners, 45 Chancery Lane, W.C.2, are the architects for a factory proposed by Bedford Products and Light Engineering Co. Ltd. Plans submitted: A factory at Lower High Street, for H. H. Butterfield Ltd.

Wembley.—The rebuilding for Lancelot Industries Ltd., of the former Singer's factory in Lancelot Road, has been approved by the B.C.

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KENWOOD ELECTRICS LTD., 151 Oxford Street, London, W.1. Stand C 233, Castle Bromwich.

Named the Electric Chef and literally four machines in one, the electric food

mixer on display at the Kenwood stand is suitable for canteen use.

The "planetary" system mixes, blends, and whisks ingredients, kneads dough, and makes pastries. A power outlet minces meat, chops and dices vegetables. A low-speed outlet extracts fruit juices from solid fruit and a high-speed outlet is used for liquefying vegetables and fruits.

A governor-type controller ensures constant speed control over the whole speed range, the rotary speed control knob enabling speed to be adjusted progressively. Attachments include a "K" mixer, dough hook, whisk, fruit juice extractor, meat mincing and vegetable chopping unit, liquidiser attachment, colander and sieve.

Also on view is the Kenmix electric liquidiser. This liquefies vegetables and fruit, grinds coffee, blends drinks, pulverises nuts and desiccates coconut.

CUXSON, GERRARD & CO. LTD., Oldbury, Birmingham. Stand B 516.

A display of first-aid materials, including the latest type of dressings, penicillin treatments, plasters, first-aid kits, ambulance room furniture, and so on, demonstrates the up-to-date materials now being used in the first-aid field.

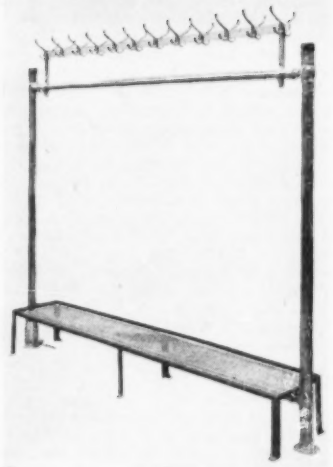
CLOAKROOM EQUIPMENT LTD., Station Street, Bromsgrove, Worcs. Stand B 522.

Solely concerned with production of cloakroom and clothing storage equipment, this company is showing a variety of products.

Hat and coat hooks, clothes lockers, clothes and slipper baskets, towel lockers, hat hooks, coat hangers, seat lockers, seats, wire-work panelling, factory partitions and barriers are among the articles on display.

ROZALEX LTD., 10 Norfolk Street, Manchester 2. Stand D 706.

Rozalex, a barrier preparation, has been developed to combat most of the known causative agents of industrial dermatitis. The company also show a dispenser which ensures that the worker receives a controlled and uncontaminated supply of the preparation.



RADIANT HEATING LTD., Radiant Works, Barnsbury Park, London, N.1. Stand D 766.

The twenty-four-hook industrial clothes dryer (*see above*) demonstrates that workers' clothes can be cheaply gas-dried while hanging on hooks in the cloakroom.

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Summary of Official Publications and New Rulings

ACTS

Reserve and Auxiliary Forces Training Act, 1951. Dated March 21, 1951. *H.M.S.O.* 9*d*. Makes temporary provision for calling up certain members of H.M. military and air forces for purposes of training.

Workmen's Compensation (Supplementation) Act, 1951. Dated March 21, 1951. *H.M.S.O.* 6*d*. Provides for payment of allowances out of the Industrial Injuries Fund with a view to supplementing workmen's compensation where the accident happened before 1924.

STATUTORY INSTRUMENTS

No. 433. The Reinstatement in Civil Employment (Isle of Man) Order, 1951. Dated March 15, 1951, made by the King's Most Excellent Majesty in Council under Section 9 of the Reinstatement in Civil Employment Act, 1950. *H.M.S.O.* 2*d*. (Extends the provisions of the Reinstatement in Civil Employment Act, 1950(a) to the Isle of Man, subject to certain adaptations and modifications.)

No. 488. The Made-Up Textiles Wages Council (Great Britain) Wages Regulation Order, 1951. Dated March 21, 1951, made by the Minister of Labour and National Service under Section 10 of the Wages Councils Act, 1945(d). *H.M.S.O.* 4*d*. (Revokes Order M.T.(32) and fixes new statutory minimum remuneration payable. The Order also repeats in the Second Schedule the amendments to Order M.T. (20) and to Order M.T. (28) which were contained in Order M.T.(32). Operative as from April 9, 1951.)

No. 501. The Hollow-Ware Wages Council (Great Britain) Wages Regulation Order, 1951. Dated March 21, 1951, under Section 10 of the Wages Councils Act, 1945(b). *H.M.S.O.* 4*d*. (Supersedes the Schedule to Order H.(54) and fixes new statutory minimum remuneration payable. Operative as from April 9, 1951.)

No. 517. The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order, 1951. Dated March 27, 1951, made by the Minister of Labour and National Service under Section 10 of the Wages Councils Act, 1945(c). *H.M.S.O.* 6*d*. (Revokes Orders W.D.S. (46) and W.D.S. (49) and fixes new statutory minimum remuneration payable. Operative as from April 16, 1951.)

No. 518. The Sack and Bag Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1951. Dated March 27, 1951, made by the Minister of Labour and National Service under Section 10 of the Wages Councils Act, 1945(e). *H.M.S.O.* 4*d*. (Supersedes the First Schedule to Order S.B. (25) (as amended) and fixes new statutory minimum remuneration payable. The Second Schedule repeats the amendments to the First Schedule to Order S.B.(15) (relating to holidays and holiday remuneration) contained in the Second Schedule to Order S.B.(25). Orders S.B.(25) and S.B.(29) are revoked. Operative as from April 16, 1951.)

No. 538. The National Insurance (Pensions, Existing Contributors) (Transitional) Amendment Regulations, 1951. Dated March 30, 1951, made by the Minister of National Insurance, in conjunction with the Treasury, under Section 65 of the National Insurance Act, 1946(b). *H.M.S.O.* 2*d*. (Give the widow of an existing pensions contributor, who is entitled to a widow's basic pension, but has never become entitled to a widowed mother's allowance because of her child's absence from Great Britain, the right to such an allowance provided the child remains a member of her family and is resident in any part of the Dominions or the Republics of Ireland or India. Operative as from April 4, 1951.)

No. 566. The Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation (Amendment) Order, 1951. Dated April 2, 1951, made by the Minister of Labour and National Service under Section 10 of the Wages Councils Act, 1945(c). *H.M.S.O.* 2*d*. (Amends Order H.M.S.(32), as amended by Order H.M.S.(36), and increases statutory minimum remuneration payable. Operative as from April 18, 1951.)

No. 567. The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order, 1951. Dated April 2, 1951, made by the Minister of Labour and National Service under Section 10 of the Wages Councils Act, 1945(b). *H.M.S.O.* 2*d*. (Revokes Order F.C.(24) and fixes new statutory minimum remuneration payable to female workers. Operative as from April 18, 1951.)

GENERAL

Industrial Relations Handbook. Supplement No. 4. **Wage Incentive Schemes.** Issued by the Ministry of Labour and National Service, January 1951. *H.M.S.O.* 1*s*. 6*d*. (See also our April issue, p. 457.)

Shops Act, 1934. Employment of Young Persons. Issued by the Ministry of Labour and National Service, Form J. *H.M.S.O.* 1*d*. Abstract of the provisions of the Act, relating to employment of young persons in wholesale shops and warehouses.

Civil Defence. Manual of Basic Training. Vol. II. Pamphlet No. 1. Basic Chemical Warfare. Amendment No. 2. Issued by the Home Office, April, 1951. *H.M.S.O.* 3*d*.

REINSTATEMENT IN CIVIL EMPLOYMENT ACT, 1944.

Pamphlet No. 86. Engineering Apprentice discharged before expiry of period of employer's obligation. Whether ceased to be reasonable and practicable to continue to employ. Insolence after repeated warnings and refusal or failure to obey reasonable order. Standard of conduct and discipline applicable to reinstated and other employees.

INDUSTRIAL COURT AWARDS

No. 2298. Railway Shopmen. Reference: To determine claim that turners, coppersmiths, tinsmiths and blacksmiths employed by British Railways in locomotive running sheds shall be paid a differential of 6s. per week above their appropriate craft rate. Award: The Court found the claim not established. (February 27, 1951.)

No. 2299. Civil Air Transport. Reference: To determine dispute over inclusion of Guaranteed Week clause in the Memorandum of Agreement, November 8, 1944, covering motor transport drivers, marine employees, porters, loaders and stevedores. Award: The Tribunal awarded that the clause be included in the Agreement and modified as necessary to provide for a guaranteed week of 44 hours upon terms and conditions not less favourable than those provided under Clause 4 of the current Road Haulage Wages Order. (February 27, 1951.)

No. 2300. Electricity Supply Industry. Reference: Claim for discontinuance of the Grade of "Jointer Class II." and

for payment to workers employed in this grade of the agreed rate for "Jointer Class I." Award: The Court found the claim not established. (March 2, 1951.)

No. 2301. Railway Shopmen. Reference: Dispute over interpretation of Award No. 2260. Award: The Court awarded that Grade I bricklayers, Grade I carpenters, and Grade I smiths when employed on Outdoor Machinery Services work shall receive an allowance of 8s. per week. (March 6, 1951.)

No. 2302. Entertainment Industry. Reference: Dispute over interpretation of Award No. 2293. Award: The Court awarded that "full-time players" are those who during the period of their contracts with clubs are available for whole-time service and are not otherwise gainfully employed. (March 14, 1951.)

No. 2303. Cable and Wireless Operators. Reference: Claim for a temporary allowance of 20 per cent of basic salaries for all staff employed by Cable and Wireless Ltd. on March 31, 1950, in specific grades, who were transferred to the Post Office in April, 1950; such allowance to be non-pensionable, but rank for calculation of overtime, Sunday duty, sick pay and holiday pay, and to be payable from March 31, 1950. Award: The Court awarded a temporary allowance of 12½ per cent on the terms stated. (March 16, 1951.

No. 2304. Government Industrial Establishments. Reference: For increases in the basis for piece work fixation and other schemes of payment-by-results and in the London minimum rate for non-craft workers. Award: The Court awarded in favour of the claim. (March 19, 1951.)

NATIONAL ARBITRATION TRIBUNAL AWARDS

No. 1621. Grading of Provincial Towns in the Letterpress and Bookbinding Sections of the Printing Industry in England and Wales. Claim: Dispute regarding amendment of grades in existing agreements. Award: The Tribunal awarded as follows: (1) towns included in the grading schedules in agreements in this reference shall be classified in two grades; (2) the basis of grading shall be according to the employers' proposals dated September 30, 1950—an index figure to be calculated for each town by adding to the population of the town in thousands the number of journeymen members of the Typographical Association in the town; (3) all towns with an index figure of over 450 shall be in Grade I, those up to and including 450 shall be in Grade II; (4) minimum rate in Grade II towns for craftsmen and Class I workers of the "Male Members" agreement shall be 5s 6d. per week below that applicable in Grade I towns; in the case of other male workers and women workers the differential between Grade I and Grade II towns shall be the same as the differential existing under present agreements: (5) any town at present in a higher grade than that appropriate under the new formula shall remain in that grade; (6) any increases in minimum rates arising out of this award up to an amount not exceeding 3s. 6d. per week shall take effect as from the beginning of the first full pay period after July 1, 1951; where increases exceed 3s. 6d. a week they shall take effect in two stages, i.e. an increase of 3s. 6d. from the beginning of the first pay period after July 1, 1951, and the balance from the beginning of the first pay period following January 1, 1952. (February 26, 1951.)

No. 1622. Working Conditions of Workers Employed on an Outside Steelwork Erection. Claim: Dispute regarding interpretation of Clause 12, Radius Allowance and Clause 16, Wet Time, of Agreement dated January 1, 1947. Award: The Tribunal found in favour of the union's contention that Clause 16 meant that workers concerned were entitled to payment irrespective of whether they remained on the site or were released by order of the foreman. Workers who left the site without release by order of the foreman were not entitled to payment. (February 28, 1951.)

No. 1623. Rates of Wages and Conditions of Employment of Workers in the Hosiery and Knitwear Industry in Scotland (Except Hawick). Claim: For specific rates and conditions of employment. Award: The Tribunal awarded as follows: (1) That minimum time rate for adult female workers be increased to 66s. per week, with proportionate increases for workers under adult age; (2) that the claim in respect of male time workers was found not established; (3) that all female workers employed on piecework shall receive a "fall back" rate of not less than the appropriate minimum weekly time rate; (4) that piece rates for female workers shall be such as would yield to an ordinary worker at least 74s. for a week of 45 hours; (5) that the claim in respect of holidays with pay was not established. (March 1, 1951.)

No. 1624. Question as to the Observance of Recognised Terms and Conditions of Employment in Respect of an Apprentice Formerly Employed by an Electrical Contractor in Cardiff. Claim: That employer was not observing recognised terms and conditions in employment of a former apprentice. Award: The Tribunal found that the employer had not been observing recognised payments and privileges and awarded accordingly. (March 1, 1951.)

No. 1625. Rates of Wages in the Fellmongering Trade in Scotland. Claim: That basic time rates be brought into line with those of the leather producing industry. Award: The Tribunal awarded that basic time rates of adult male workers be increased by 2d. per hour for skilled workers and process workers (dry) and by 2½d. per hour for process workers (wet); proportionate increases to be granted to women and juveniles. (March 2, 1951.)

No. 1626. Claim for Compensatory Payment in Lieu of Uniform to Two Porters Employed at a Hospital at Ascot. Claim: For cash payment during periods they were not issued with uniforms. Award: The Tribunal awarded that cash payment of 2s. per week be given for the period during which uniforms were not supplied. (March 5, 1951.)

No. 1627. Height Allowance for Certain Workers Employed on the Construction of an Oil Refinery at Stanlow. Claim: For an allowance of 5s. per day when working in excess of heights of 50 ft. above the ground. Award: Claim not established. (March 6, 1951.)

No. 1628. Holiday Payments of Certain Workers Employed by a Railway Wagon Manufacturing Firm near Wakefield. Claim: That company should apply to workers in the spring shop Holidays with Pay clause of agreement between the Laminated Railway Spring Manufacturers' Association and the union, July, 1950. Award: Claim not established. (March 8, 1951.)

No. 1629. Terms and Conditions of Employment of Certain Apprentices Employed by a Firm of Builders at Manchester. Claim: For operation by the company of the Building Industry National Joint Apprenticeship Scheme in respect of apprentice joiners. Award: In favour of workers. (March 8, 1951.)

No. 1630. Dismissal of a Worker Formerly Employed by an Engineering Firm in London. Claim: Claim for reinstatement of senior foreman. Award: The Tribunal were not prepared to recommend reinstatement as senior foreman, but in view of the circumstances recommended the man be offered alternative employment. (March 9, 1951.)

No. 1631. Rates of Wages of Domestic and Similar Grades of Staff Employed in Hospitals and Allied Institutions throughout Great Britain. Claim: For substantial increase in basic rates of all grades of workers covered by the Ancillary Staffs Council. Award: The Tribunal awarded that the minimum basic rates of the lowest grades be increased by 8s. per week for men and 6s. for women. (March 12, 1951).

No. 1632. Rates of Wages and Conditions of Employment of Workers Employed on Airfield Maintenance by a Firm of Contractors at Warrington. Claim: For observance by the company of specified rates and conditions for grades of labour employed on airfield maintenance. Award: Claim not established. (March 14, 1951.)

INCITEMENT TO STRIKE CHARGE DROPPED

SEVEN dockers accused of inciting illegal strikes were discharged by The Lord Chief Justice after the Attorney General had decided to discontinue proceedings.

Sir Hartley Shawcross, K.C., stated that owing to the illogical findings of the jury he was compelled, in fairness to the defence, to drop the matter.

After three retirements the jury failed to agree on the first count, which alleged that the seven men conspired with others to incite dockers to take part in strikes in connection with a trade dispute. But they found them guilty on the second count, that they conspired with others, otherwise than in contemplation or furtherance of a trade dispute, to induce dock workers to absent themselves from work without consent of the employers.

The jury were discharged by the Judge from giving a verdict on the third count, which alleged that the men conspired without justification to obstruct the employers by inducing workers to absent themselves.

The prosecution of the seven dockers has given impetus to the campaign to secure the withdrawal of Order 1305, which prohibits strikes and lock-outs unless 21 days' notice has been given to the Minister of Labour and he has failed to act in that time to settle the dispute.

The T.U.C. is urging the Minister to amend the Order so that workers could not be prosecuted for taking part in strikes. The question has been discussed by the Minister's Joint Consultative Committee, but the employers' side is reluctant to dispense with this Order, which has helped to maintain some discipline in industry over the past few years.

Management Education Team Sails

Under the auspices of the Anglo-American Council on Productivity and the Economic Co-operation Administration, the Education for Management team, sponsored by the British Institute of Management, was sailing for America in the "Queen Mary" on April 24.

The sending of the team implements the recommendation made in 1947 by a special committee to the Minister of Education on the educational facilities desirable for management in industry and commerce. Leader is Lieut.-Col. L. Urwick, O.B.E., M.C., vice-chairman of B.I.M., and secretary is Mrs. M. Wheatcroft.

THE MONTH'S DATES

Illuminating Engineering Society
May
8 Annual General Meeting (followed by an address). The Lighting Service Bureau, 2 Savoy Hill, London, W.C.2. 6 p.m.
10 Annual General Meeting. Demonstration Theatre, East Midlands Electricity Board, Charles Street, Leicester. 6.30 p.m.

Institute of Economic Engineering
4 Open Discussion. The Engineers' Club, Manchester. 7.30 p.m.
5 (Speaker to be announced). The Christian Institute, Bothwell Street, Glasgow. 10.30 a.m.
8 Open Discussion. Technical College, Enfield. 7.30 p.m.

Institute of Industrial Supervisors
3 "Incentives." C. W. Mustill, M.B.E., M.I.Mech.E., M.I.P.E., Assoc.I.H.V.E., M.I.W.M. College of Commerce, Leeds. 7.30 p.m.
3 "Plan for Training in Industry." L. S. Newton, White Hart Hotel, Warrington. 7 p.m.
8 "Some Impressions of American Production." H. Davies, M.I.I.S., Dudley and Staffordshire Technical College, Dudley. 7.30 p.m.
9 "Industrial Relations." T. Wylie, Department of Industrial Administration, Birmingham Central Technical College. 7.45 p.m.

Institute of Personnel Management
7 "Getting Things Done." Richard Davies, Coventry. 6 p.m.

Institute of Industrial Technicians
17 "How to Lecture and Speak in Public." Illustrated with reference to Time and Motion Study. B. Esdale, Liverpool.

Institution of Works Managers
11-13 Conference of Merseyside and Manchester Branches at Stockport.

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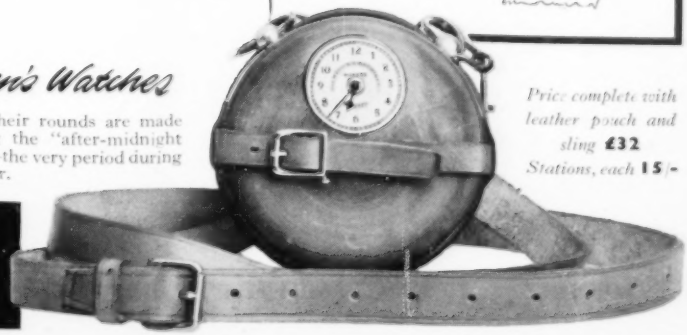

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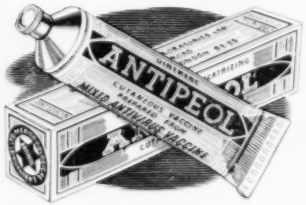

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